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Plenty of talk, not much action

IACP survey says PDs fall short on recruiting, retaining women

Police executives may extol the exceptional interpersonal skills that female officers bring to the job as crucial to community policing, but that fact has not prompted them either to recruit women in substantial numbers or to protect them from gender bias and sexual harassment once they are hired, according to a comprehensive analysis by the International Association of Chiefs of Police.

The study of women in policing, released in November, found that female officers are absent in nearly 20 percent of the 800 departments surveyed. Overall, women make up just 12 percent of the nearly 600,000 police officers in the country, a proportion that has not changed significantly in the past decade, despite an unprecedented level of hiring in law enforcement under the 1994 Federal grant program.

Among the other findings:

¶ Ninety-one percent of departments reported having no women in policy-making roles. Of the 17,000 police agencies in the country, just 123 have female chiefs.

¶ Gender bias was listed by 10 percent of the departments surveyed as among the reasons women do not get promoted. This finding was especially pertinent since all survey respondents were police chiefs or other top department executives.

IACP's president calls the report a "clear mandate" to improve and expand the roles of women in policing.

¶ Women have won more than one-third of the lawsuits filed against police departments charged with gender bias and sexual harassment.

"I accept this report as a clear mandate," said the IACP's president, Chief Ronald S. Neubauer of St. Peters, Mo. "They want our help to improve and expand the roles of women in policing and they'll get it."

The Albuquerque Police Department, where women constitute nearly 13 percent of the sworn ranks, has been identified by police executives as a possible model for other agencies. In the past three years, female recruits there have increased from 8 percent of the academy class to 25 percent. Officials said that in the latest academy class, which began in January, one-third of the recruits are women.

Three years ago, the department found it was

still having problems recruiting female candidates, despite its participation in job fairs and the competitive salary it offered. But significant changes were made that seem to have turned the situation around. For instance, a trainer was hired to help female candidates pass the physical conditioning tests. The department also switched to weapons that were better suited to women's smaller hands. It even found a body-armor manufacturer that was willing to construct bulletproof vests that accommodated bust sizes.

Officer Deedy Smith, an 18-year veteran of the APD, told USA Today: "For a long time, they tried their best to squeeze us into men. The uniforms, the vests, the whole thing. This has always been a man's job."

Improvements in gender integration were also apparent after the department discovered that its in-house psychologists were disqualifying a disproportionate number of female candidates whose employment histories did not include law enforcement experience or other work traditionally listed by male applicants. "We really don't know how many candidates we lost in that," said Lieut. Vicky Peltzer, who assisted outside consultants in reviewing the APD's hiring practices.

While 25 percent of the respondents to the

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Ending your own life just got easier — get a cop to do it

Taking one's own life, some believe, is a cowardly way of dealing with life's problems. Those who have a bent toward self-destruction but lack even the guts to do the job themselves appear to be contributing to a rising new phenomenon: "suicide by cop," in which they engage in an armed confrontation with police and get the officer to shoot first.

Incidents in Louisiana, Washington and California last year that involved individuals who forced police officers to shoot them, along with the findings of a recently released study that found a sharp increase in suicide-by-cop in Los Angeles County, are raising new

concerns about the growing problem.

Research published in the journal *Annals of Emergency Medicine* examined shootings between 1987 and 1997 by members of the Los Angeles County Sheriff's Department, as well as by officers in some localities where police shootings are investigated by the sheriff's office. In 1997, the study found, suicide-by-cop incidents made up 25 percent of all fatal and non-fatal officer-involved shootings in 1997, and 27 percent of fatal shootings that year by county sheriff's deputies.

The rate was more than double that of the previous 10 years, but the study's

authors said they could not determine whether the sharp rise was due to an actual jump, improved reporting methods, or a combination of both.

In December, police in Westwego, La., were shocked by the shooting of Bonnie Langlanais, the daughter of a retired police sergeant, who had close ties to the department. Langlanais was gunned down by two officers when she pointed a 12-gauge shotgun at them. The weapon was not loaded, indicating to detectives that the victim wanted to be killed, authorities told *The New Orleans Times-Picayune*. A suicide note was found in the house, said Po-

lice Chief Roy Juncker

Although an investigation is being conducted into the shooting of Langlanais, Juncker said he is confident that officers Sean Gardner and Warren Martin acted within department guidelines. "I think they were justified with what they did," he said. "It was apparent that she had made up her mind. She wrote a letter, it was dated and everything."

It is unknown how many times Langlanais was shot. Her death, however, marks the first time in department history that a resident has been killed during a routine call, as opposed to a burglary or violent crime.

Across the country in Pierce County, Wash., David Lambertson was fatally shot by a deputy Nov. 25 as he pointed a shotgun at officers who had responded to a report of a domestic disturbance at his mobile home. Lambertson, 30, had told neighbors it was how he intended the incident to end. "He had told [them] that the cops were going to have to kill him, and that was the only way this thing was going to end," Ed Troyer of the county Sheriff's Department told *The Seattle Times*.

Lambertson refused commands to put down the gun, and was felled by a deputy with a single shot. Although Lambertson's wife and young son were at home, they were unharmed.

In Costa Mesa, Calif., police hostage negotiators tried to talk a 45-year-old chemist, Michael Generakos, into

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Safety first, as Oregon sheriff pushes more secure handgun storage for deputies

When Multnomah County, Ore., Sheriff Dan Noelle was asked last year what he was doing as a member of the Oregon Safe Handgun Storage Coalition to ensure the security of his own off-duty deputies' sidearms, he had to admit that his agency did not have a plan.

But now, under a program he spearheaded, \$20,000 has been allocated from the department's budget to pay for some 200 lock boxes for deputies' at-home use. Although there are 600 deputies in the department, said Noelle, many of them work in the jail and are not required to carry firearms.

The boxes, which are opened by a push-button combination and can be bolted to a wall or a shelf, will provide each deputy whose duties do require a gun with a safe, secure place to lock up the weapon. The boxes will be issued just like any other type of equipment, the Sheriff said.

"It's gone over relatively well," he told *Law Enforcement News*. The project is supported by county commissioners, who approved the allocation. "It got quite a bit of attention here locally," said Noelle. "A couple of the deputies and the union president got up and talked about it. One of the deputies

had a picture of his two kids and said, 'This is the reason why I think it's a good thing.'"

According to Deputy Karl Hutchison, president of the Deputy Sheriffs Association, nearly 90 percent of the members have availed themselves of the program. "Most of our members are responsible — as I'm sure police are — at home with firearms, but having a lock box adds that extra [measure] if you have children, or visitors, or friends of your children. It's something you don't have to worry about as much."

Noelle is an original member of the

two-year-old Safe Handgun Storage Coalition, which he joined at the request of U.S. Representative Earl Blumenauer (D-Ore.). The Congressman, who was looking for someone to represent law enforcement, told LEN that Noelle is a key member who has assumed a leadership role in one of the group's major projects.

The group was seeking a way to promote the purchase of lock boxes and came up with a plan to sell them at a discount to Multnomah County's 14,000 holders of concealed-handgun permits. The coalition reached an agree-

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Around the Nation

Northeast



CONNECTICUT — Former Hartford police officer Julio Camacho, 38, invoked the Fifth Amendment in an investigation of the death of his ex-girlfriend and the disappearance of the couple's daughter. The woman, Rosa Delgado, and child were reported missing Oct. 24, 1997, and a body later found in a New Jersey lake is said to contain DNA evidence matching that of Delgado. The child is still missing.

To avoid trial over a 1997 police brutality incident, Hartford Police Officer Hugh O'Callaghan will relinquish his badge and testify against two fellow officers. The case involves a motorist who was beaten by police when they mistakenly thought he was a violent fugitive.

Charges of sexual harassment and retaliation have been filed against the Cheshire Police Department by a former officer, Margaret Miner. The former officer, who also named her former supervisor, Lieut. Kerry Deegan, in a complaint she filed with the state human rights commission, alleges that she was forced out of her job by a hostile work environment. The department found no wrongdoing when it investigated a sexual harassment complaint against Deegan last year.

DELAWARE — Police impersonators in Sussex County have been making calls to area residents, saying they are raising money for a seat-belt safety program. State Police have warned residents about the phone scam.

MARYLAND — St. Mary's County will overhaul its public safety communications system under a \$10.4-million agreement with MCI Systemhouse. Two former communications centers will be merged into a new, 7,100-square-foot site in Leonardtown, and a new radio infrastructure will allow for integrated communications among public safety agencies. MCI Systemhouse was a prime contractor on a troubled \$17-million upgrade of the computer-aided dispatch system in New York City. That project is already more than three years behind schedule, and some officials there speculate that it will take five more years to complete the upgrade.

MASSACHUSETTS — Taunton Patrolman Steven DaRosa, 26, faced a disciplinary hearing in December after being accused of recruiting two men to beat his wife, Diane DaRosa. After arguing with his wife in the early evening of July 24, the police officer allegedly waited with two men for her return home, then watched as the men beat her and threatened her with a knife. DaRosa pleaded not guilty to criminal charges, and his trial was expected to begin in early January.

A patrolman in West Springfield pleaded guilty to cocaine possession and was placed on a one-year probation. Matthew Theriaque, 32, was arrested in July after buying cocaine from an undercover officer.

No one has admitted responsibility for the beating of Boston Police Officer

Michael Cox, 33, who was allegedly struck, hit and stomped by fellow officers during the 1995 chase of shooting suspects in Roxbury. Cox, who was dressed in plainclothes, contends that he was treated with excessive force when the officers mistook him for a suspect. In a civil suit brought by Cox against four other officers, Sergeant Detective Daniel J. Dovidio testified that he did not attempt to cover up the beating.

NEW HAMPSHIRE — U.S. Senator Judd Gregg helped save a \$350,000 Federal grant to a Manchester domestic-violence program after the grant application had been rejected by the Department of Justice. The grant, which was approved following an inquiry from Gregg, will fund the Manchester Police Department's Domestic Assault Response Team.

Manchester Police Chief Mark L. Driscoll fired the president of the patrolmen's union, Officer Gregory J. Murphy, for conduct unbecoming an officer and disobeying orders, after Murphy repeatedly referred to rookie police officers as "scabs" for crossing a picket line in February 1997. The union says the matter is a free-speech issue.

NEW JERSEY — Video cameras have been mounted in 650 state police vehicles after two state troopers shot and wounded three men in April on the New Jersey Turnpike. The cameras are automatically activated when a vehicle's emergency lights are turned on.

During pretrial arguments that began last month, Linden Police Officer James Sosinski recanted his initial confession that he took a semi-nude photograph of a teen-age girl in July 1997. Superior Court Judge Miriam Span said that Sosinski's partial admission that he took one picture of 15-year-old may not be allowed at trial because necessary Miranda warnings were not given.

A New York City police officer Michael Browne, 24, pleaded not guilty in Morris County Criminal Court last month to a variety of charges, including vehicular homicide. Browne was allegedly driving drunk when he crashed into a tree with his Nissan pickup truck, killing his girlfriend, Mauria Bronson, 23. Browne fled the rural crash scene, and police dogs later found him hiding in the adjacent woods.

A Jackson Township, N.J., truck driver was arrested Dec. 16 and charged in the previously unsolved 1977 killing of New York City Police Officer Ronald Stapleton, who was shot twice with his own revolver outside a Brooklyn bar. Police received a tip about the suspect, 40-year-old Manny Gonzalez, in mid-1997. A second suspect in the killing died of AIDS two years ago.

The 1997 State Trooper of the Year, Francis M. Burke, was indicted Dec. 4 on charges he took bribes from two drivers on the New Jersey Turnpike. Instead of impounding the cars of two motorists who were driving with revoked licenses, Burke allegedly took a total of \$110 in fees he told them tow-truck operators receive when police file reports on unlicensed drivers.

Four men posing as police officers have been linked to a robbery string in

Plainfield, according to law enforcement officials. Sporting holstered handguns and badges, the men have committed several robberies at gunpoint. The crimes have been predominantly against Hispanic males with known links to prostitution.

After a year of criticism for a lack of racial diversity, the Monroe Township Police Department recently inducted its first black police officer in more than 20 years. Jody Collins, 22, the son of a former Philadelphia police officer, was sworn in on Dec. 22. The Southern Gloucester County Branch of the NAACP had threatened to ask the U.S. Justice Department to withhold grant money over alleged racial inequality in the 60-member police force, which includes one woman and one Hispanic.

A former Palisades Park police lieutenant, John Giannantonio, was sentenced to 8½ years in prison last month for his involvement in a burglary ring. Members of the ring are said to have stolen cash and valuables worth \$250,000 from town residents and businesses between 1991 and 1995. According to the U.S. Attorney's office, Giannantonio filed false reports to cover up the burglaries. Seven other defendants are yet to be sentenced in the case.

A 31-year-old paroled sex offender should not have his identity released to 25 schools and community organizations, an appellate panel ruled Dec. 28. The parolee had been sentenced to eight years in prison for sexually assaulting the son of the woman he lived with. The two-judge appellate panel said that because the man's offenses only concerned children he had lived with, he posed no clear threat to schoolchildren in the area.

NEW YORK — Police union delegates in New York City have voted not to change their organization's name from the Patrolmen's Benevolent Association to the Police Benevolent Association. The change had been proposed under pressure from a number of women in the police force who have pushed for gender-neutral titles.

The New York City Police Department spent nearly twice its allotment for overtime expenses during the first quarter of its fiscal year, totaling \$48.9 million from July through September. Department officials said overtime costs have been driven up by the need to police events such as visiting heads of state, the Goodwill Games, strikes and rallies. Arrest-related overtime is up by nearly 25 percent over the same period in 1997, standing at \$11.1 million during the first fiscal quarter.

There are 2,380 surveillance cameras trained on public spaces in Manhattan, according to a new study by the New York Civil Liberties Union. The group has called for measures to prevent the abuse of public surveillance, such as signs to alert the public and time limits on how long tapes can be retained. Police Commissioner Howard Safir said that such cameras have cut crime by up to 50 percent in public housing projects.

Sgt. Michael Jacobellis and Officer David Gross were cleared Dec. 4 in the shooting last August of a teen-ager who

carried a water pistol. The youth, Michael Jones, 16, was said to have created a dangerous condition by pointing the authentic-looking toy at passing cars and, according to Officer Gross, pointing it at the police.

Scott Schneiderman, 35, was found guilty of first-degree murder Dec. 16 for killing New York City Police Officer Anthony Sanchez during a botched May 19, 1997 robbery. Manhattan Criminal Court jurors concluded that Schneiderman, a one-time stockbroker, was attempting to rob his father's apartment when he shot Sanchez execution-style. Police union officials criticized Manhattan District Attorney Robert M. Morgenthau for deciding not to seek the death penalty in the case. Schneiderman was sentenced to life in prison without parole on Jan. 14.

A New York City police officer, Michael Lynch, 32, killed himself with his off-duty weapon after leaving the scene of a multiple-car crash in which he was involved. Lynch, who had been drinking with fellow officers, drove into a parked car and hit two other cars after leaving a bar in Lynbrook, Long Island. He drove on for five miles before he was pulled over by Nassau County Police Officer Thomas J. Twomey, who had noticed the damage to his vehicle. Twomey released Lynch after directing him to leave his car at a nearby garage. It was there that Lynch committed suicide after telling workers he would phone them in the morning about the repairs.

Anthony Tamburro, 31, a New York City police officer, has been charged with attempted murder after allegedly shooting his wife in the face with his service revolver. Elizabeth Tamburro, 32, was shot in the jaw shortly before the officer left for work on Dec. 9.

Five Buffalo police officers have apologized and pleaded guilty to departmental charges for circulating E-mail messages containing slurs against African Americans, Italians, and Poles. The five officers agreed to attend mandatory sensitivity training and accept unpaid suspensions. Three other officers — a captain and two lieutenants — have pleaded not guilty to charges of conduct unbecoming an officer, violating the city's computer-use policy and failing to set an example as command officers. They will face formal hearings.

PENNSYLVANIA — A retired Philadelphia police officer, Francis King, 50, was fatally shot Dec. 21 when he tried to stop a robbery at a Crescentville bar. King was shot in the back as he lay on the ground. Three suspects were arrested and two more were being sought. King retired in 1992 after a 21-year career that included more than two dozen commendations, including citations for heroism and valor.

Southeast



ALABAMA — Birmingham police officials said they expected to end 1998 with the lowest number of homicides in a decade, and crime overall was expected to fall 15 percent compared to

the previous year. The decrease was attributed to the tracking of crime trends, stepped-up patrols and more vigilant follow-up on cases. Anti-crime consultants have also helped the Police Department cut down on crime.

No homicides, rapes, or robberies were reported in Morris for the first six months of 1998. Most of the 22 crimes in the town during that period involved assaults and theft.

Police in Jasper will continue to stop white motorists who travel into black neighborhoods, on the theory that they are seeking drugs in those areas, said Mayor Dan Goetz.

ARKANSAS — An unidentified investigator for the 5th Judicial Drug Task Force is suspected of stealing evidence from a storage locker, after the State Police confirmed that evidence for several pending cases was missing. Prosecuting Attorney David Gibbons said the storage locker was inventoried after task force coordinator Steve Brown had been placed on administrative leave for unrelated reasons.

Independence County Sheriff Ron Webb was indicted by a Federal grand jury Dec. 9 on charges that he sexually assaulted and solicited sexual favors from a woman in July 1997. The indictment, which said Webb was acting in his official capacity as sheriff during the alleged encounter, followed a year-long FBI investigation. His trial was originally set for Jan. 19, but was postponed just prior to that date at the request of both Webb and the Government.

FLORIDA — A Colombian Air Force cargo plane that landed at Fort Lauderdale International Airport on Nov. 9 was found to have 1,600 pounds of cocaine on board, according to the United States Customs Service. The C-130 had been searched by drug-sniffing dogs before it left Bogota, said Colombia's air force chief, Gen. Manuel Sandoval, who resigned after the incident. Inspectors detected the cocaine after noticing that several cargo pallets had unusual rivets and smelled of fresh glue.

Two sons of Hialeah Police Chief Rolando Bolaños are under investigation for police brutality during a Nov. 29 arrest. Officers Rolando Bolaños Jr. and Daniel Bolaños filed an arrest affidavit stating that they used force to restrain Yoel Pacheco, 23, who was charged with obstruction of justice and resisting arrest with violence. The State Attorney's office is investigating the alleged brutality.

GEORGIA — The Georgia Bureau of Investigation has signed a \$4-million contract with AG Communication Systems for computer networking software that will streamline the transfer of data between its laboratories. GBI is also making \$5.1 million in upgrades to its automated fingerprint identification system, working with NEC Technologies Inc. to connect more local criminal justice agencies to the state system.

LOUISIANA — As 1998 drew to a close, New Orleans Mayor Marc Morial reported that murders were down 44 percent and armed robberies were down 40 percent between July 1 and Sept. 30, compared to the same period in 1997. Violent offenses fell 25 percent overall

during that period. City officials urged voters to approve a property service fee that would raise \$6.5 million to avert police staffing shortages that could reverse the decline in crime. Under a plan announced Nov. 24, the City Council voted to reduce the budget of the New Orleans Police Department by \$3.5 million in 1999, cutting overtime spending and eliminating a recruit class. The budget reduction was expected to be approved as part of the city's overall 1999 operating budget.

As part of a Justice Department program to reduce crime, New Orleans received a new mobile police station on Nov. 17. The "Mobile Community Outreach Police Station," which was unveiled at the Iberville Housing Development, will be used for a variety of services, including child immunization and child care screening, in addition to law enforcement functions.

MISSISSIPPI — Banks in Mississippi were robbed 78 times from October 1997 through September 1998, a number twice that of each of the two previous fiscal years. Law enforcement officials attribute the rise to drug users and loose-knit gangs.

Three apparently linked slayings of elderly people in Columbus are still under investigation, and the unease of residents is rising as the probe continues. Betty Everett, 67, Louise Randall, 80, and Robert Hannah, 61, were all found bound, gagged and strangled in their homes in the past three months. Law enforcement officials said the killings resemble unsolved murders in 1996 and 1997, and that robbery did not seem to be a motive in the slayings.

NORTH CAROLINA — Two hundred troopers for the North Carolina Highway Patrol will be trained in the use of defibrillator equipment as part of a study with the University of North Carolina-Chapel Hill Hospitals. Officials hope the equipment will give primary law enforcement responders a better chance of reviving cardiac-arrest victims while awaiting the arrival of medical personnel.

TENNESSEE — The Memphis crime rate dropped by 16 percent during the first 11 months of 1998 compared to the same period a year earlier, a decline more than double the nationwide decrease for cities of comparable size. Police cite increased manpower and community assistance.

Three West Memphis police dogs were taken off street patrols in December after a 23-year-old man was bitten during an arrest. According to a police report, when Officer Erik Sammis tried to arrest Steven Simpson for criminal impersonation, Simpson began fighting and struck the officer on the head and shoulders. Sammis opened his patrol car door by remote control, and the dog, Gaba, chased the suspect, biting him on the legs and hand. Use of dogs was suspended until officials completed their investigation of the incident.

VIRGINIA — York County Sheriff Preston S. Williams was convicted in York General District Court on Nov. 10 on four counts of sexual battery and one count of indecent exposure, in connection with the sexual abuse of a female employee between November 1997 and March 1998. A secret State Police in-

vestigation used a hidden video camera to record encounters between Williams and the victim. Williams, 71, a former state trooper who has been Sheriff since 1984, had sought to have the police videotapes thrown out on the grounds that the camera was hidden without a warrant, but a judge upheld the tapes because the victim permitted the camera in her office. Williams was given a 10-month suspended sentence and fined \$2,000. He plans to appeal.

Joseph Frank Smith, 45, the so-called Ski Mask Rapist who underwent a highly publicized chemical castration treatment, has pleaded guilty to new sex crimes, and Richmond law enforcement officials are investigating him in connection with 75 more. Smith, who was convicted of raping the same woman twice in San Antonio in 1983, agreed as a condition of probation to submit to chemical treatments designed to cause impotence. Sentencing will take place Feb. 3 for the new convictions of aggravated sexual battery and two counts of attempted oral and anal sodomy.

Roanoke Police Officer Russell L. Metcalf was fired Nov. 30 for using pepper spray on a 77-year-old woman. Goldie Akers had stopped her car on the wrong side of the road to get her mail. When Metcalf asked to see her license and registration, she refused to talk, and Metcalf sprayed pepper gas into the car. Akers was arrested on charges of reckless driving and obstructing justice.

The Henrico County Police Department has implemented a new wireless data communications system which allows officers to use laptop computers to run their own queries on suspects or suspicious situations from their cruisers. The system has already helped increase felony arrests and recovery of stolen property, according to Lieut. Col. Doug Middleton, the deputy chief of police.



ILLINOIS — An officer in the Chicago Police Department's gang crimes unit, Joseph Miedzianowski, 45, was charged Dec. 16 with brokering drug deals. The officer allegedly distributed cocaine and heroin in a drug ring that linked Chicago and Miami. Nine others were also arrested.

The Alton Police Department will build a new facility in a blighted area east of the city's central business district. Several city officials had favored a downtown site.

Seven police departments were chosen to receive the state's first-ever Community Policing Violence Prevention Grants. The grants will support local law enforcement programming focusing on family, youth, and community violence prevention and safety. The Buffalo Grove, Downer's Grove, Wood Dale and Mount Vernon police departments and the Bureau, McHenry and Macon County sheriff's departments will each will receive up to \$25,000.

Ten police and fire departments in eastern Will County agreed to centralize their emergency dispatching sys-

tems. Local dispatchers have been removed from municipal facilities.

A former prison guard and member of a white supremacist group was sentenced Dec. 5 in a weapons case. Wallace S. Weicherding, 64, faces more than five years in jail for stockpiling weapons in preparation for a race war.

A discrimination suit filed against the Illinois State Police charges that a group of 17 crime technicians were paid at a lower rate because of racial stereotyping. The group had been transferred to the state agency from the Chicago Police Department.

Former Ford Heights Sgt. Vincent Taran Hunter, 34, pleaded guilty Dec. 17 to corruption charges. Hunter admitted to taking payoffs from drug dealers and fixing court cases against them.

INDIANA — A Goshen police officer, Thomas Goodwin, was killed in a Dec. 11 shooting at a mobile home park. Following a four-hour standoff, police used tear gas to flush the unidentified suspect from a trailer.

MICHIGAN — Warrants were issued Dec. 10 for five men in connection with the ambush and killing of Detroit Police Officer Shawn Bandy. Bandy died of gunshot wounds after officers investigated the report of a drug-related kidnapping. Two other men were cleared of charges in the case.

OHIO — Gov. George Voinovich on Dec. 8 signed legislation extending the state statute of limitations on serious criminal offenses from six to 20 years. The offenses covered by the law include

kidnapping, sexual battery aggravated arson and robbery.

Norwood Police Chief Timothy Brown, who had previously claimed that his Jeep Cherokee was stolen, now admits that he crashed it into a utility pole while driving drunk. Brown faces felony charges that he filed false reports about the Dec. 5 incident.

WEST VIRGINIA — Patrolman Eric Smith was suspended for 30 days in November for not reporting a fellow officer who used excessive force on a suspect. When Smith and Patrolman Darrell Lambert responded to a domestic dispute Mar. 20, police say, Lambert beat a suspect. Lambert resigned after pleading guilty to two misdemeanor battery charges.

Berkeley County on Dec. 7 began releasing the names, addresses, and photos of registered sex offenders.



IOWA — Disarray in the office of the Iowa state medical examiner is said to be impeding criminal investigations, has prompting prosecutors to call for the hiring of a new medical examiner and the assignment of deputy medical examiners to offices around the state.

According to Iowa retailers, the Nov. 30 national law requiring a background check for would-be gun buyers has not hurt sales. Christmas business

was reportedly undisturbed by the new law.

One out of 10 juvenile delinquency cases in Polk County is methamphetamine-related, court officials said. Resources devoted to treating meth addiction is said to be lagging behind rising adolescent use of the drug.

State officials admitted that budget and staffing shortfalls are preventing them from a broader effort to notify the public about the release of sex offenders from prison.

KANSAS — Drive-by shootings in Wichita dropped by 38 percent in the past year, with aggravated assault down 20 percent and rape down 17 percent. Police say the crime levels recall the years before West Coast gangs and crack appeared in the late 1980s.

After an exchange of gunfire aboard a Greyhound bus near Salina, Emmanuel J. Clapp was killed by a Kansas Highway Patrol officer Dec. 7. Clapp, 27, was the prime suspect wanted in the death of a 38-year-old Oregon man.

State troopers reached a two-year labor agreement in November with the Kansas Highway Patrol. The agreement, which ends a year of tensions between labor and management, grants troopers a 4-percent salary boost. Annual salaries will range from \$25,979 to \$41,300.

MINNESOTA — A 35-year-old woman was killed Dec. 4 after a Minneapolis police van ran into a crowd gathered for a holiday parade. The van

We've moved!

Law Enforcement News recently relocated to new quarters. Be assured that we're making every effort to minimize any disruptions in subscriber services that may occur as a result. Our new address is 555 West 57th Street, 6th Floor, New York, NY 10019. (The phone and fax numbers remain the same, and mail directed to our old address will still reach us.)

Around the Nation

had been picking up intoxicated people.

The Minneapolis Police Department has cut crime by a reported 16 percent in part through the use of a computer mapping and reporting system that plots crimes immediately when they are reported. The system from MapInfo Corp. of Troy, N.Y., also aids police in identifying crime trends and hot spots.

Target, the discount store chain, has donated \$25,000 to the "Quiet Storm Project," a program to prevent domestic violence among Minnesota youth.

MISSOURI — Police in St. Joseph killed a camouflaged sniper Nov. 10 after the man had shot and killed Officer Brad Ann, 27. Three other people were shot when the sniper, William Lattin Jr., fired from the steps of a downtown church.

Kansas City Police Officer Thomas Meyers, who was struck and killed by a car last year while helping a motorist, has been honored with the renaming of the road in front KCPD's North Patrol Division as Thomas Meyers Drive.

A St. Charles jury on Dec. 6 convicted Brian Stewart, 32, of first-degree assault for injecting his 11-month-old son with HIV-infected blood.

Kansas City reported 19 homicides in November, the highest monthly number in a decade.

MONTANA — Following a retrial, nine members of the militant Freeman group were convicted Nov. 18 of bank and mail fraud and armed robbery. An earlier trial had ended with a dead-

locked jury.

Revenues from police tickets have fallen from \$35,000 per month to less than \$10,000 in Kalispell after contract talks bogged down last August.

NEBRASKA — After a rash of 73 bank robberies last year in the Omaha metropolitan area, police are looking into why the city has become such a popular target. From 1995 to 1997, an average of only 15 banks were robbed each year in the area.

NORTH DAKOTA — The state has joined a six-state High Intensity Drug Trafficking Area to help fight a growing methamphetamine problem. Federal funds totaling \$600,000 will pay for new special agents.

SOUTH DAKOTA — People ordered to perform community service would be required to wear distinctive identifying clothing, under a proposal OK'd by a legislative committee.

WYOMING — Using beanbag bullets for the first time, Casper police stopped a woman who was wielding a knife on Dec. 1.

The head of the state Department of Criminal Investigation told lawmakers last month that a \$6-million program to combat methamphetamine use is crucial for the state. Meth-related crimes now make up more than half of the DCI's cases.



ARIZONA — Because a faulty breath-testing device had been used to measure blood-alcohol content in 1997, more than 200 DUI cases have been dismissed in Pima County. The RBT-IV units were used in over 7,500 DUI arrests, before they were shelved in 1997, authorities say.

Police said that 500 pounds of marijuana were stolen from a seven-ton load that had been sent to Tucson for incineration. Acting on a tip from an informant, police confirmed the theft by examining the amount of ash in the incinerator.

Arizona State University officials have reversed the hiring of convicted murderer James Hamm, who would have taught two pre-law courses in the School of Justice Studies. Hamm was convicted of killing someone when he was a teenager.

A gift of 50 hogs from Hickman's Egg Farm will help feed 7,000 prisoners in Maricopa County, according to Sheriff Joe Arpaio, who had made headlines by providing the inmates with surplus bologna sandwiches.

COLORADO — A Federal jury ruled Nov. 12 that the city of Denver must pay the family of Jeffery Truax \$500,000 for violating his constitutional rights. Truax was killed when two off-duty Denver police officers fired 25 bullets into his car March 20, 1996, as he drove away from a nightclub. The police said that Truax tried to run down

Officer Andrew Clarry after a fight in the club's parking lot. The jury rejected a wrongful-death claim against Officer Kenneth Chavez, whose bullet killed Truax, finding that Chavez did not act willfully and wantonly in the killing. While it was the eighth shooting for Chavez since becoming a police officer in 1975, he has been exonerated of wrongdoing in all cases. Chavez and Clarry had also been cleared of any criminal conduct by both an internal police investigation and the FBI.

A drug raid by narcotics and SWAT officers at a Colorado Springs home in December turned up 20 pounds of fertilizer saturated with diesel fuel, a mixture of chemicals similar to that used in the bombing of the Oklahoma City Federal building. Colorado Springs police Sgt. Larry Clayton said that the ammonium nitrate mixture was not imminently dangerous, but would have likely caused fatalities if ignited. Jerome Padilla, 28, and his fiancée, Vanessa Trujillo, 20, were booked on suspicion of possession of explosives and possession of methamphetamine.

Motorcycle cops returned to the streets of Englewood last month after a 10-year absence, as part of a plan to curtail accident rates. Two motorcycle officers will keep an eye on five top-priority intersections. A grant from the Colorado Department of Transportation will help fund the enforcement project.

NEW MEXICO — Michael Adamiec, 19, committed suicide after he and a 19-year-old accomplice, Anthony Joseph Apodaca, allegedly stole a dozen handguns from a sporting-goods store in December. In what authorities described as a suicide pact, the two suspects had agreed to kill themselves if they were caught. Court documents stated that Adamiec used a .380-caliber handgun in the robbery, and turned it on himself after the getaway vehicle was stopped by police. Apodaca faces charges including armed robbery, aggravated assault on police, and tampering with evidence.

OKLAHOMA — A multijurisdictional task force known as the Northern Oklahoma Fugitive Squad has made 182 arrests since it was formed last August. The unit consists of members of the U.S. Marshals Service, FBI, Tulsa Police Department and the Tulsa County Sheriff's Department.

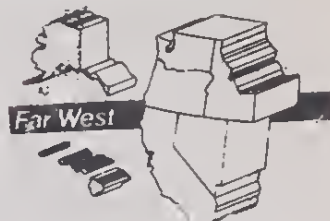
A sweep of a "drug cooperative" resulted in 17 arrests and seizure of more than \$160,000 worth of cocaine and marijuana. Agents from the U.S. Drug Enforcement Administration and El Reno police officers also seized five guns and two vehicles during the raid on the three-city, two-state operation.

Cid, a drug-sniffing German shepherd assigned to the Oklahoma Highway Patrol, was expected to make a full recovery after being dragged behind a patrol car driven by his partner, Trooper Vern Wilson Jr. Wilson had tied the dog to the car after assisting in a search, and apparently forgot that he was there. When Wilson realized his mistake, he stopped immediately and took the dog to a veterinarian for surgery.

TEXAS — Separate \$10-million lawsuits have been filed by the families of two Border Patrol agents who were killed with a police weapon in an am-

bush by an officer's son. The families of agents Susan Lynn Rodriguez and Ricardo Guillermo Salinas seek damages from the city of Harlingen, Police Chief Jim Scheopner and Officer R.D. Moore.

A lawsuit filed after Kaufman County sheriff's deputies raided the wrong house in search of drugs has been settled for an undisclosed amount. The suit stemming from the August 1997 raid sought damages for June Nixon, 57, her daughter, Melissa Cheek, 28, and Cheek's 6-year-old daughter. Acting on a tip from an informant, 15 deputies entered the house and handcuffed and strip-searched the two adult women. The deputies did not search the house and left promptly after finding no drugs or weapons on the women. Sheriff Robert Harris said the settlement, which was finalized Oct. 20 and announced in early December, covered little more than legal fees.



ALASKA — The shooting deaths of three Anchorage taxi drivers in 1998 have resulted in mandatory silent alarms in cabs. Also required are bulletproof shields, global-positioning navigation systems or video-surveillance cameras.

CALIFORNIA — A Superior Court jury ruled Dec. 6 that Los Angeles County had not been negligent in the drive-by shooting of Viola Woods, 51, whose son had testified in a murder case nine months earlier. The August 1994 shooting sparked events that led to the state's comprehensive statewide witness protection program.

Los Angeles Police Officer Brian Brown, 27, was shot and killed after a Nov. 30 chase that led to the Los Angeles International Airport. A suspect was killed by police and a second suspect, Jaimie Mares, 21, was critically wounded. Mares was charged with murder. Brown was the third LAPD officer to die in the line of duty last year.

A Los Angeles judge has upheld the controversial practice of using evidence gained by wiretap surveillance from unrelated investigations. However, the Nov. 16 ruling stipulated that county prosecutors must inform defendants when cases are generated by wiretaps, unless doing so would jeopardize an ongoing investigation.

The new District Attorney in Mendocino County, Norman Vroman, is a bit of a rebel, a lawyer who served nine months in Federal prison in the early 1990s for underpaying his income taxes. Vroman, who ran on a platform that included marijuana decriminalization, defeated a three-term incumbent who was president-elect of the state district attorneys' association.

The 911 system serving Yolo and Sacramento counties crashed for three hours in early November, and the area's highway call-box system was down for 10 hours, prompting the California Highway Patrol to send officers out on the highways to scout for emergencies.

After a \$3-million upgrade, the Los Angeles Police Department's science lab won national accreditation last month. The recognition marks a dramatic turnaround for the lab, whose methods had been harshly criticized in the O.J. Simpson murder trial.

A Riverside woman was shot and killed by police on Dec. 28 as she sat in her disabled car at a service station. Sgt. Chris Manning, a police spokesman, said the woman, who had been reported to be either unconscious or asleep, grabbed a pistol in her lap when police asked her to open the car door.

There may be more grumpy and sleepy inmates in Santa Clara County jails as a result of a ban on coffee and sugar that is due to be imposed this year.

A study published last month in the Journal of the American Medical Association has recommended that laws prohibiting felons from buying guns be expanded to cover misdemeanor offenders as well. Researchers at the University of California-Davis found that over a 15-year period, more than half of the gun buyers with at least one prior misdemeanor conviction committed new crimes after buying a firearm.

Los Angeles police are fine-tuning their response to biohazard threats after a rash of anthrax hoaxes late last year disrupted courthouses, schools and dance clubs.

Almost half of the 86 drug-related deaths among San Francisco homeless people last year involved heroin, according to a study by the city health department.

A former special agent with the California Bureau of Narcotics Enforcement was indicted Dec. 17 on charges of money laundering and failing to report income derived from drug sales. Richard Wayne Parker, 43, had previously been charged with stealing more than 500 pounds of cocaine from the bureau's Riverside office.

HAWAII — The Waikiki section of Honolulu now has six video surveillance cameras allowing police to monitor entire lengths of streets.

OREGON — The use of photo radar by Portland police does not violate drivers' constitutional rights, a Multnomah County judge has ruled. Portland operates two photo radar guns that take a photo of the front and rear of speeding vehicles. Authorities mail a citation to the registered vehicle owner.

WASHINGTON — Spokane police, citing fears of increasing gang activity, have suspended seven of 10 citizen anti-crime patrols in north Spokane. The action was prompted by a shootout between rival gangs.

Bremerton Police Chief Paul Du Fresne resigned in December after four years in office. Du Fresne, who received a no-confidence vote from the police union, was credited by Mayor Lynn Horton with doing an "outstanding job" in building community ties.

Tougher state laws for drunken driving that took effect on Jan. 1 reduce the legal blood-alcohol limit to 0.08 percent and automatically suspend a driver's license upon arrest.

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Marie Simonetti Rosen
Publisher

Peter C. Dodenhoff
Editor/Associate Publisher

Jennifer Nislow
Associate Editor

Mary Mele
Subscriptions

Lisa Leslie
Editorial Assistant

Correspondents: Hugh J.B. Cassidy,
Jack Dowling, Tom Gitchell, T.L.
Tyler, Ron Van Raalle.

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Wright triumphs

Former Gary, Ind., Police Chief Douglas Wright got a measure of vindication, along with \$75,000 in severance pay and lost wages and \$1 in punitive damages, when a U.S. District Court jury agreed in December that he had been fired unfairly in 1995 by then-Mayor Thomas V. Barnes.

Wright, a former Forest Hill, Tex., police chief, was selected in April 1994 to lead the Gary force. Soon after taking the reins, he dismissed the incumbent deputy chief and recommended Lucy Richardson for the job. Barnes appointed her to the No. 2 spot in July, making her the highest-ranking female officer in the city's history.

The two subsequently fell in love and married in Las Vegas on May 20, 1995. Both testified that they did not feel obligated, however, to inform Barnes about the relationship. Although they were romantically involved, it did not change their professional relationship, they said.

Testifying in his civil suit, which he filed in 1996, Wright said he told Barnes on May 18, 1995, of his plans to marry Richardson. He would have told Barnes sooner, he testified, but said the Mayor was too busy to meet with him in private.

Barnes has denied that assertion.

Wright contends that during that meeting, the Mayor told him he expected Wright to resign if he married Richardson. Barnes said the ultimatum was due not because of Wright's wanting to marry the deputy chief, but because the Chief did not understand the concept of a conflict of interest. Barnes also said he had lost confidence in Wright's ability to make correct decisions.

The city's ordinance regarding nepotism, according to Wright, required an honest attempt to reassign either him or his wife to another position within the city to avoid the conflict. Barnes, he said, opted to disregard the ordinance by firing him on May 30 and demoting Richardson.

Both parties are claiming victory in the seven-member jury's decision in the civil case, which came after 2½ hours of deliberation. "We feel good about it,"

Wright's attorney, former Lake County prosecutor Jack Crawford, told The Gary Post-Tribune. "He feels this shows that his termination was wrongful. He had done nothing wrong."

No damages were awarded specifically to Lucy Richardson Wright in the case. In addition, the \$75,001 awarded by the jury falls far short of the \$1 million the couple sought in compensatory damages.

Said Barnes: "I don't think there was anyone there who thought I violated his rights. I think the testimony was pretty clear."

Tough choices

Scarce resources means some hard decisions will have to be made by newly-elected Jefferson County, Colo., Sheriff John Stone, including the possible end of the department's involvement in the DARE program.

A 1999 budget request to the county commission — which included Stone — that was pitched by outgoing Sher-

iff Ron Beckham last November called for 27 more patrol deputies and 15 more jail deputies this year. The number of patrol deputies has remained at the same level for the past six years, while requests for service have skyrocketed, Beckham told The Denver Post.

Since 1992, the shortage has resulted in response to priority calls taking as long as 10 to 13 minutes, while in some cities in the county, including Golden, Wheat Ridge and Arvada, response time is under five minutes. One patrol deputy serves about 1,683 residents, or about 33 percent more individuals than officers in city departments, said Beckham. More deputies would translate into a faster response time, he said.

But it would come at a cost. Elimination of the DARE program would free deputies for possible transfer to jail or patrol positions, but the proposal does not sit well with some commissioners. Said Commissioner Pat Holloway: "It scares me to give it up." The loss of the program, she said, could lead to more criminals in the future.

Cop's cop

Before being tapped in December as the new police chief of Camden, N.J., 51-year-old Robert E. Allenbach was just another detective in a cramped office with a broken telephone.

A 25-year veteran with a reputation for being a "cop's cop," Allenbach is Camden's first white chief in more than 20 years. "I never planned on becoming chief," he said. "I loved being on patrol. When I walked down the street, I talked to anybody and everybody. This job — being chief — it wasn't part of the plan."

But talking, and more importantly, listening, is, Allenbach is confident that he can turn around a 380-member department that has been dogged for years by low morale, inadequate street patrols and inefficient response time. "I've walked this city for years," he told The Philadelphia Inquirer. "I think I know the problems the city has. I've worked in every department here, except internal affairs, and I know the men and how to deal with them."

Allenbach joined the force at age 26 after being laid off from his job as a computer repairman. Just 24 hours after being sworn in, and with no beat experience, he was ordered to report to a substation in South Camden. He would go on to patrol the city's streets for 13 years, often competing in foot races with neighborhood kids, said his partner of nearly a decade, Lieut. Ray Massi. The races helped the partners land the best record in the department for capturing suspects in foot chases, he said.

Eventually Allenbach moved on to the vice unit and the detective squad. He was on the city's Civil Service list to become the next chief when he was chosen by Mayor Milton Milan. The appointment of a chief was a hotly contested issue, with the Mayor and Camden County Prosecutor Lee A. Solomon, a state-appointed police monitor, clashing over who would be next to lead the department.

Allenbach will have to walk a fine line between the often conflicting interests of the city and the state. Solomon's appointment by state Attor-

ney General Peter Verniero on Nov. 12 came in the wake of two critical state audits. Said Solomon of the new top cop: "Being chief is a very difficult job, but Bob is someone who is very well-equipped to do that. He seems to have a knack for listening, understanding and communication. And he is someone who fundamentally understands what it's like to be a cop. I think everyone knows and respects that."

Allenbach will also have to work with the Milan administration, which is pursuing the appointment of a public-safety director to oversee the city's police and fire operations, although such an arrangement has failed in the past. A contender for that post, should it be established, is acting Deputy Chief Serapio Cruz. He and Capt. Charles Kocher were both made deputy chiefs by Milan and were candidates to fill the position of public safety director before Allenbach's appointment. Allenbach ordered both to be returned to their previous ranks.

He promoted Capt. Edwin Figueroa to deputy chief. Figueroa was one of two detectives assigned to investigate a gangland-style shooting of a reputed drug dealer in 1988 — an investigation in which Milan was once named a suspect. Figueroa, who achieved the same score as Allenbach on the test to become chief, will oversee the department's day-to-day operations.

Allenbach has had the full support of the city's powerful police unions. Dan Morris, president of the Camden City Fraternal Order of Police, said, "He has been thrown into a very tough situation, but I think he's handled it honorably so far. And he's already started to surround himself with good people who will be in a position to promote his agenda."

Union man

For the past 20 years, the presidency of New York City's Patrolmen's Benevolent Association has passed unchallenged to a series of successors, but all that may change with the resignation of president Louis Matarazzo, who stepped down on Dec. 22.

Matarazzo, who has been sharply criticized for the union's failure at the bargaining table and its connection to a racketeering scandal, said he would not be seeking another four-year term. With six months left in his term, he turned over the post to his former first vice president, James Savage. The move effectively makes Savage an incumbent when union delegates vote for a new leader next summer. Unlike in the past, however, three candidates have declared their intention to run.

Expected to oppose Savage are James Higgins, the union's recording secretary; Edward Mahoney, a trustee from the Manhattan North command, and Pat Lynch, a community affairs officer.

Savage may benefit from the significant victory Matarazzo attained in December when Gov. George Pataki signed into law a bill that will send all future wage disputes between the PBA and the city to a state arbitrator rather than a city arbitrator. The effort consumed much of the last three years of his term. The lack of a pay raise for the union's 27,000 members, however,

Getting down to business

New LA Sheriff targets racism & brutality

In an effort to turn back a tide of multimillion-dollar brutality lawsuits, Los Angeles County Sheriff Lee Baca said he will undertake a 30-day investigation into the prevalence of racism in the jails and all 23 of the sheriff's stations, giving particular attention to the two with the worst records of police brutality, intolerance and resistance to female integration — two that he supervised for most of the past four years.

Baca conceded the troubling reputations of the Lennox and Century stations, but claimed that his efforts as a regional supervisor to clean them up were frustrated by the department's bureaucracy. "I can command the solution as a sheriff that I could not command as a chief," he told The Los Angeles Times.

The most recent report by Merrick Bobb, who monitors the sheriff's progress on departmental reform for the county Board of Supervisors, found that 70 percent of the 70 pending misconduct lawsuits filed against the department during the first half of 1997 involved deputies at the two stations. Incidents emanating from there accounted for 60 percent of the \$1 million the county paid to settle excessive force cases in the last half of 1996.

Deputies from Century station were also involved in three times as many shootings that year as Los Angeles city police officers were, although the overall number of homicides and aggravated assaults in the area patrolled by the LASO is roughly the same as the Watts southeast division patrolled by the LAPD.

"The shootings awakened concern about the increasingly serious problems of excessive and



Sheriff Lee Baca
No honeymoon

deadly force that were plaguing the Sheriff's Department" in the wake of the Rodney King incident, said Bobb.

Two lawsuits filed by residents in the south-central area of the county patrolled by the Lennox station underscore the type of complaints being registered. During Baca's election campaign against the late former Sheriff Sherman Block, a Gardena shopkeeper said he was insulted with racial slurs and his head was pushed through the wall of his store in front of his wife and daughters on Sept. 3. The shopkeeper, Rafael Navarro, is suing for \$100 million.

A \$50-million lawsuit was filed by the family of Dwayne Nelson, who died in the back of a Lennox deputy's patrol car one week after the Navarro incident. Nelson was apparently bog-tied, a practice banned by the LAPD because the individual could be asphyxiated.

Baca said he would like to institute a new personnel system that would judge deputies on their ability to work with female colleagues and

those of other races. He has already proposed the appointment of a civilian inspector general. "I want to straighten this out as quickly as I can," he told The Times. "You've got to be a good internal watchdog. Because if we don't do it for ourselves, someone is going to come in and do it for us. We can definitely improve and cut down on the number of lawsuits."

The LASO has traditionally blamed the complaints filed against Lennox and Century deputies on the high rate of crime in the areas they patrol, as well as on an increasingly litigious society. But that reasoning does not account for problems within the stations themselves, such as bias against colleagues.

According to the Bobb report, Century station has a reputation for resisting the integration of black and female deputies. Some women and blacks, the report said, "may avoid" the station for fear they would not get a "fair shake." Females deputies believe that male colleagues do not want them there.

Testimony in lawsuits and before the Civil Rights Commission in Washington described a tattoo that some deputies from Lennox wear on their ankles, of a skeleton with a scythe. In 1994, former sheriff's Lieut. Roger Clark said that those with the tattoo belong to a gang called the "Grin Reapers." He said a deputy who was reportedly involved in an altercation at the Twin Towers jail that ended with the death of a handcuffed prisoner — an incident that is now the subject of a \$65-million lawsuit — would accompany members of the gang on nighttime ride-alongs as they patrolled their neighborhood.

could hurt Savage's chances.

Nor will Savage be helped by an investigation by the United States Attorney's Office into the union's ties to lawyers convicted last year of racketeering in a kickback scheme involving millions of dollars from the defunct transit police union. Although none of the crimes involved the PBA, the union handed over its books to the U.S. Attorney. "If I felt I was going to be charged with anything," Savage told *The New York Times*, "I would have retired a long time ago."

Keeping her word

One campaign promise that Logansport, La., Police Chief Pam Thomas is already keeping is to be more visible. In fact, she has taken over the patrol duties of a disabled officer.

The first female chief in at least 20 years, Thomas is filling the unexpired two-year term of Gary Clark, who is in prison for extortion and violating the civil rights of people driving through town. She beat four other candidates for the post.

When Thomas took over, the department consisted of the chief, five full-time officers, one part-time officer and four dispatchers. With three of the officers working days, it was hard to cover shifts. Thomas cut staff back to one full-time officer per shift. She took over the patrols of one officer who is out with a broken leg.

Thomas also fired one part-timer, James Chardonay. While Chardonay claims he was fired because he ran for chief, Thomas said it was because she did not need a part-time worker any longer. For backup, the department relies on unpaid reserve officers and off-duty employees.

Chardonay's dismissal was supported by the majority of town council members who believe he was fired because he was not doing a good job. Chardonay is also a defendant in a civil rights suit, according to *The New Orleans Times-Picayune*.

Alderman Don Parker said he was "tickled pink" about the cuts in personnel. "We need a little bit of light at the end of the tunnel," he said. Competition from a new video poker parlor in Mansfield could cost the town some \$60,000 in revenues, Parker said, and will adversely affect the department's budget this year.

Green pasture

The town of Oakland, Ore., was on the verge of giving up its 100-year-old tradition of having its own police department when a 54-year-old grandmother of five who was on vacation in the area decided to stay and become its chief.

Granted, Donna Green is not your average grandmother. Before retiring in 1995, the 26-year law enforcement veteran was second in command at the Alameda County, Calif., Sheriff's Department. The first woman promoted to that level, Green managed a division with 254 employees and a \$22-million budget.

"At that point, I didn't have to go

Nichols, a feisty icon, dead at 80

Ex-Detroit PC with law & order approach became four-term sheriff

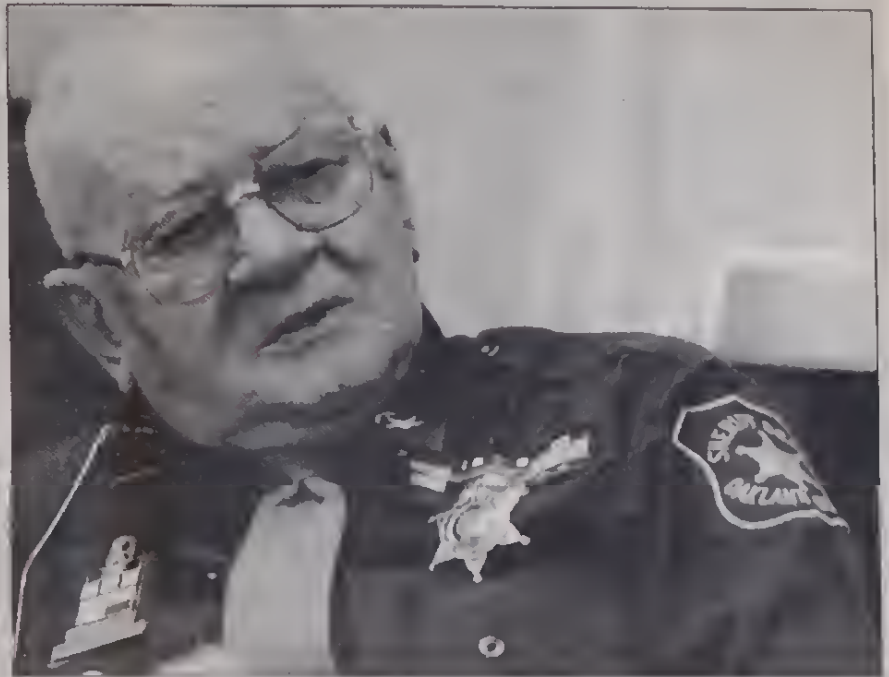
As he lay in an intensive care unit on Dec. 16, Oakland County, Mich., Sheriff John Nichols raised a glass to toast his World War II comrades, as he did each year on that day. Twenty-four hours later, the 80-year-old law enforcement leader, whom some had called an "icon," was dead of congestive heart failure and emphysema.

A Detroit native, Nichols was a controversial figure in the city's policing and political communities. He began his career with the Detroit Police Department in 1942 but later moved on to Oakland County when, as police commissioner, he ran for Mayor against Coleman Young. Nichols lost by 17,000 votes. Strategists conceded at that time that he had not garnered enough support from black residents, who believed Nichols to be a part of the city's police brutality problem.

In a city charter change in 1974, Nichols' title was changed from commissioner to police chief. He hired hundreds more police officers, many of whom were black. His tough approach to crime earned him the nickname of General John, but his pet program, called STRESS, for Stop the Robberies, Enjoy Safe Streets, was not well received and became a polarizing issue.

The program called for using police officers as decoys. When one decoy was attacked or robbed, several officers would lay in wait for the attacker. STRESS resulted in the deaths of 20 civilians — 17 of whom were black — and three officers. Nichols' style was called "blackjack rule" by Young, then a state senator.

So Nichols began building a power base in Oakland County where residents approved of his law-and-order approach. He was named Chief of Police of Farmington Hills in 1977 and was elected sheriff of the 1,000-member Oakland County department for the first time in 1984.



Oakland County, Mich., Sheriff John Nichols, who began his police career in 1942. (AP)

"He just had high integrity and professionalism, and he was an excellent cop," Farmington Hills Police Chief William Dwyer told *The Detroit Free Press*. Nichols gave Dwyer his first promotion, to sergeant, on the Detroit force in 1971.

Nichols was elected sheriff four times, but in the last few years, some questioned whether he should retire. In 1996, he was 77 and battling emphysema when his opponent in the August 1996 primary, Gerard Carlin, a top aide, called him unfit for the rigors of the office. Nichols won anyway.

He maintained the feisty style embraced by Oakland County voters. In an argument over whether Or. Jack Kevorkian could have

newspapers in jail while he awaited trial, Nichols stood his ground with defense attorney Geoffrey Feiger. Newspapers were against jail regulations, he said. A furious Feiger called it a lie, to which Nichols replied: "You wouldn't know the difference between the truth and a lie."

Said Feiger: "You wouldn't know the law if it jumped up and bit you in the ass."

Still, the attorney said he always respected the sheriff. Whatever happened in public, he said, there was always a friendship in private. That sentiment was echoed by former Oakland County Prosecutor Richard Thompson, who once led a widely publicized corruption probe into Nichols's department. "I'm very sad," he said of the Sheriff's passing. "We go back a long, long way."

around the glass ceiling," she said. "I just went right through it."

Oakland, a picturesque town of 850 in Southern Oregon, had gone through a succession of chiefs, interim chiefs and officers who worked within a tight budget since a resignation in 1997. Green had read about the town's struggle to find a chief in a local newspaper and decided to apply for the job of one-person police department.

She signed a six-month contract as police chief. In addition to running the department and patrolling the town, Green will also help Oakland to evaluate future law enforcement options. "This is the first time in my entire career where it's feasible to know every person in town," she said. "I love that."

Green was a single mother with two young sons to support when she entered law enforcement because it paid better than being an account clerk for the Alameda County social services agency. After finding her promotion at the jail barred because she lacked investigative experience, she became a welfare fraud investigator for the county. After two years, she returned to the Sheriff's Department and passed the sergeant's exam.

Green was one of the first female watch commanders for the men's maximum security jail. She took over the coroner's office as a captain, dealing with the aftermath of the 1989 earthquake in Loma Prieta that killed 42 motorists in the collapse of the Cypress

Freeway.

Between Green and her husband, Terry, who is retired from the Oakland, Calif., Police Department and the FBI, they have seven children and five grandchildren. Moving to Oakland, Ore., will not only give them a chance to enjoy fly-fishing, which they are passionate about, but also to be closer to their family.

While bigger cities are trying to adapt to community-oriented policing, said Green, Oakland exemplifies what the concept is all about. "From my perspective, this community really participates in the security of the town."

Lying at rest

Natale (Nat) Laurendi, an early champion of the polygraph test and one of the first New York City police officers to use it as an investigative tool, died on Dec. 21 of leukemia. He was 75.

The Italian-born, Brooklyn-raised Laurendi joined the NYPD in 1951 and was assigned to the Manhattan District Attorney's squad investigating major racketeering cases. At the behest of Robert F. Kennedy, who was chief counsel to a Senate panel investigating organized crime, he testified before the committee on corruption in the teamsters' union.

Laurendi was chosen by Manhattan's legendary district attorney, Frank S. Hogan, to study polygraphy in 1961. He became the NYPD's star lie-detector, working on the celebrated Janice Wylie-Emily Hoffert "career girl" murder case in 1963. Laurendi's tests, in combination with painstaking detective work, resulted in the release of a wrongly convicted defendant and the conviction of the real killer. That year, Laurendi was certified as a polygraphist at the National Training Center. He received an associate's degree in psychology in 1969 from City College.

Laurendi retired from the department in 1975 and opened his own private investigation and polygraphy firm.

Nat Laurendi, Certified Lie Detection Inc. In the years since, he served as a consultant, lecturer and expert witness. Laurendi even played a role in the 1976 bank robbery trial of Patricia Hearst, the kidnapped newspaper heiress. The polygraph, he said, was an "excellent investigative tool for the defense, the prosecution and the courts."

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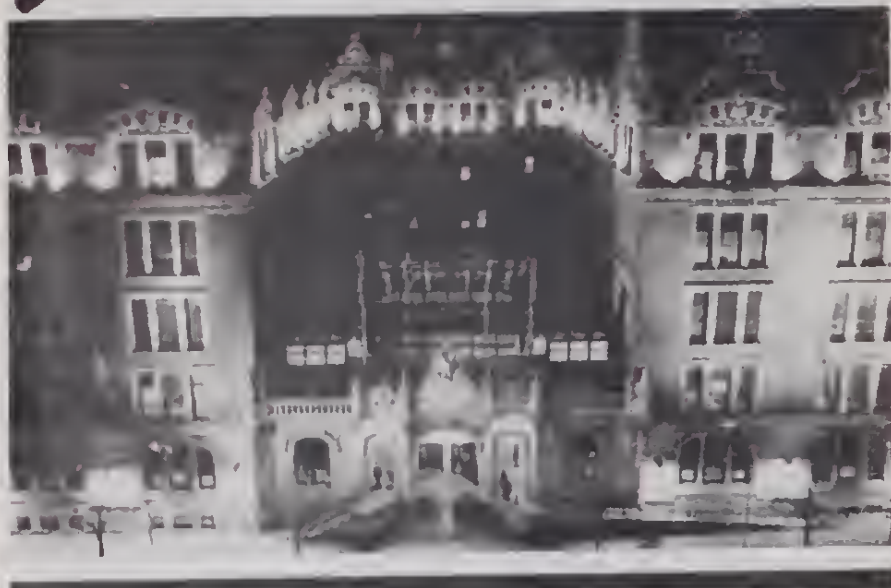
It's not a new cooking section, but a look at how a police department's statistics can be fudged to make for some dramatic decreases in Part I crime.

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Quotas make strange bedfellows

Opposition to activity quota brings NAACP, police union together in Michigan

A traffic ticket and arrest quota imposed on police officers in Oak Park, Mich., has brought together to oppose it two groups that often find themselves on different sides of the fence: the NAACP and the agency's police union.

According to city officials, the quota system was prompted by a review of officers' past performance. Some officers, officials said, had apparently not written tickets in years. The system, which is in effect a performance evaluation program, will require those working the day shift to make 2.5 stops each week, and those on the midnight shift to make 3.75 stops. Half the stops should result in tickets.

"Invariably, when I go to community meetings, or if I receive complaints regarding different issues in town, almost every time they are traffic-related in residential areas," Major Robert Bauer, an assistant chief, told Law Enforcement News. "Based on citizen complaints we're hearing as far as enforcement, traffic is obviously important to the people in town."

But both the Police Officers Association of Michigan and the Detroit and South Oakland chapters of the NAACP have complained that the quota will unfairly single out the city's minority community. "I think it's horrible," said Seymour Hundley Jr., a lawyer and president of the South Oakland NAACP, in an interview with The Detroit Free Press. "What it does is create the probability for abuse to occur. A disproportionate number of ethnic people will be pulled over in those areas and issued tickets — and that may, in fact, be the intent."

The quota — or performance evaluation system — may unfairly target the minority community, according to opponents. Plus, says the union, it's a morale-killer.

Kenneth Grabowski, the department's union representative, contends the quota will not only serve to eliminate officers' discretionary power, but will damage the department's relationship with minority residents.

"Oak Park is situated next to the city of Detroit and has a large contingent of people of color who travel through the city," he told LEN. "Right now, the city has a good reputation and working experience with minorities. One of the faults of the quota is instead of officers going out and issuing tickets to those that actually deserve them, they are going to look for tickets to make their numbers."

One of the POAM's fears, he said, is that because of the socioeconomic status of the city's residents, their less-than-perfect cars will be "seen as an easy target" for ticketing. The union submitted the quota system to binding arbitration in the fall

as part of its contract negotiations. An arbitrator in December ruled, however, that the system was not racially motivated, despite a further grievance filed by the union.

The Detroit NAACP found that of the 1,016 people arrested in Oak Park from November 1997 through May 1998, 84 percent were black. Most of the arrests were the result of traffic stops.

Statistically, that's true, said Jim Hock, the city's assistant manager and human resources director. Oak Park, he told LEN, is an ethnically diverse community. "But the statistics actually went down — slightly — after the performance evaluation program was in place, as far as the number of arrests. It was that way before and that way after, which says to me that it doesn't have any effect whatsoever."

The union has also protested that the quota will be used by the department as a barometer for imposing disciplinary measures and granting promotions, said Grabowski.

"The only way to get promoted under this is to be a good old boy under the quota system," he said, adding that it's obvious to him that the quota will also be used to target outspoken employees.

"We've done more arbitrations there than any group we represent, and POAM represents 10,000 officers," he said. "And we win 90 percent of them." Grabowski predicted that the quota will cause grave morale problems within the department.

Cooking up a problem:

Police frustrated by use of "club drug" GHB

Possession of the so-called "club drug" GHB is legal in Arkansas, and that fact, coupled with the easy availability on the Internet of kits showing users how to make the substance, means that the state's law enforcement agencies can do little more than sit on their hands until officials come up with ways to control GHB and its use.

GHB, short for gamma hydroxybutyrate, became popular in the 1980s and 1990s as a recreational drug that makes users feel intoxicated and lowers their inhibitions. While the Food and Drug Administration in 1990 declared it illicit and unsafe unless consumed during FDA-approved trials, it is legal

to possess GHB in all but 18 states, although illegal to sell it. In 11 of those 18 states, GHB falls into the same category as cocaine and heroin.

"If the equipment [from the kits] can't qualify as paraphernalia or the drugs aren't illegal, then we have a problem," said Pulaski County Prosecuting Attorney Larry Jegley. There is little he can do until the drug is declared illegal, he told The Arkansas Democrat-Gazette.

According to the Office of National Drug Control Policy, GHB is usually dissolved in a liquid and users begin to feel its onset about 30 minutes after drinking it. Its muscle-relaxing effects

and euphoria last three to six hours, depending on the dose. At high levels, it can cause users to experience slowed heart rates and respiration, decreased motor function and speech, and possibly slip into comas, although there have been no reported deaths.

At least half a dozen Web sites selling kits with instructions on how to make GHB can be found on the Internet. The registration for one site that sells the kits, www.ghbkit.com, actually lists a Little Rock address, although the company, GHB Inc., could not be found after an extensive search by The Democrat-Gazette.

Sellers of the kits can skirt FDA regulations by claiming their products are for research purposes. GHBkit.com even posts a disclaimer stating that finished product solutions are not to be consumed and that "chemical products and byproducts are NOT intended for manufacture of illegal drugs or explosives."

Using 10 different e-mail accounts, Web site advertisements for the kits are posted on Usenet groups including rec.drugs.smart, alt.drugs.chemistry and rec.drugs.misc.

And while the kits can cost as much as \$100, home-grown chemists, law enforcement officials say, will charge \$5 or \$10 for a single-teaspoon dose.

"It's one of those drugs where the potential for abuse is documented," said Little Rock police Capt. Sam Williams. "I'm certainly in the opinion that it needs to be controlled." Early last year, the Little Rock department had to close an investigation after discovering the substance was not illegal. No arrests were made.

GHB can be used as an anti-depressant, for anti-addiction therapy and as a sleep aid for insomnia. The drug occupies what kit sellers, users and law enforcement refer to as a "gray market." Sellers can be prosecuted under

FDA criminal codes, but enforcement of laws prohibiting possession or sale of mislabeled drugs is sparse.

In the past two years, there have been four convictions for the sale of misbranded GHB, two in Oklahoma and two in California. Two more cases were tried in 1994 and 1991.

Joe Rogers, director of pharmacy services and drug control at the Arkansas Department of Health, has asked that copies of any reports made by law enforcement officers about GHB be sent to his office. Arkansas, along with the FDA and the Drug Enforcement Administration, are investigating whether to make the drug illegal.

Rogers said there has been some misuse of the drug, but not enough to "go through the process yet." More would have to be reported for the agency to declare the substance harmful, and the substance would have to prove addictive.

Recipe for Liquid GHB

This information is freely given to anyone wishing to make GHB. A number of other methods can be found on the Web, but this is probably the most straightforward.

The author is not responsible for any consequences arising from the synthesis and use of GHB. *Never mix GHB with other substances - especially alcohol or other CNS depressants (e.g. sleeping pills).*

Safety

Wear gloves and safety glasses at all times. If any of the reagents or intermediates contacts the skin, wash well with cold water.

You will need

grams () ml of gamma butyrolactone
grams of Sodium Hydroxide or
grams of Potassium Hydroxide
Papers to test PH

1. Place the content of the gamma butyrolactone bottle in a stainless steel or pyrex glass saucepan. *Do not use aluminum cookware to make GHB.*

2. Place the content of the NaOH or KOH bottle in the same saucepan

3. Put SLOWLY around a half cup of warm distilled water in it. Put a cover (fast! the reaction may be immediate) on it but not tight

4. Wait a little it will start reacting on itself. If it doesn't (after 2-3 minutes), heat it a LITTLE (once it reacts remove it from the stove).

4.5 If there is some NaOH not dissolved, stir it up till it is

5. (This step is optional, some like it like that and others prefer to heat the solution a little.) After it's finished, start heating it slowly. You will see it starting boiling. Don't overheat! It can burn. Do it for one hour. Don't forget to add water if you make it boil for a long time

5.5 Between step 4 and 6 you might see a white compound on the side of the saucepan (it doesn't happen everytime). Don't throw it away, it's GHB. When you will add water it will dissolve

Some New Yorkers wonder where all the street cops are

Despite a net increase of more than 700 sworn personnel in the New York City Police Department since 1995, there are, on average, 600 fewer uniformed officers available for patrol duty citywide on any given day, according to statistics released by the agency in December.

According to figures obtained by Newsday under the Freedom of Information Act, police patrol strength from 1995 to 1998 has fallen from 8,305 to 7,733. The drop comes at a time when political and community leaders have charged that officers are being pulled off quality-of-life policing assignments to take on other tasks, such as drug enforcement.

Sheila Pecoraro, president of the 105th Precinct Community Council in eastern Queens, said that the precinct should have more than 300 patrol officers under a staffing agreement that

raised taxes for more officers as part of the Safe Streets/Safe City program. But as a result of many officers being shifted from the precinct to a new drug enforcement initiative in south Queens, she told Newsday, the precinct has been left short-handed on patrol officers, with just 216.

Chief of Patrol John Scanlon conceded there was a "perception problem" that local precincts in the borough did not get enough patrol officers. Speaking at a public meeting, Scanlon said, "No one is ever going to be totally sat-

isfied with the staffing levels."

The information on staffing levels used to be published in the biannual Mayor's Management Report, but has not been released in that document since September 1996. The Citizens Budget Commission has sued the city for release of even more specific information than was obtained by Newsday.

"We have been denied basic information about patrol strength, basic information such as enforcement jobs versus desk jobs," said Charles Brecher, a commission member.

MOVING?

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Excerpt from a recipe for making GHB posted on an Internet site. (Some details have been obscured in this graphic as a precaution.)

Cops get sloshed for rookies' benefit

Birmingham, Ala., police officers got drunk on duty in December, but it was for a good cause — training rookies in how to spot a DUI.

The test is crucial to introducing new officers to what they will see on the street, said Sgt. Bruce Smith. Every police academy in the state must use real drinkers' training to detect driving while under the influence. "You cannot possibly tell what clues to look for if you've only had classroom instruction," Smith told The Birmingham News. "If you have someone actually drunk, you can see the clues in a controlled atmosphere."

After agreeing to some ground rules, including no driving and no leaving the house once driven home, a handful of Birmingham's finest, two University of Alabama nursing students and a local businessman who is a veteran volunteer were locked in a room at the Police Academy with just some party mix, the Jerry Springer show and some bottles of confiscated liquor to keep up their spirits.

Starting precisely at 1 P.M. and lasting just two hours, the officers got so torpedeed that one threw up only three screwdrivers into the test. When the drinking was done, the officers found themselves on the wrong end of a Breathalyzer. Some blew

way past the legal limit. Some could not walk a straight line. And there were those who were unable to count up to nine.

South Precinct task officer Rick McGhee downed 11 screwdrivers, while East Precinct officer Becky White finished seven. With the state

legal standard for intoxication set at 0.08, both failed miserably after registering blood alcohol contents of 0.11 percent on breath tests.

Volunteers' body weights were used by instructors to determine how much each participant would have to drink. The most dangerous drivers,

said Smith, were those who were just above the legal limit. "They don't think they're drunk and they tend to drive a lot faster," he said. Those with a blood alcohol content of 0.20 percent and 0.25 percent will drive slowly, he said, because they know they are drunk.

Taking judicial notice of "DWB"

Traffic stops targeting minorities become a factor in sentencing

A U.S. district judge in Boston who gave a black defendant less than half the sentence he would have ordinarily received under a Federal sentencing formula is believed to be one of the first jurists in the nation to give legal voice to a longstanding complaint by members of minority groups who say they are routinely pulled over by police for nothing more than "driving while black."

In December, Judge Nancy Gertner sentenced Alexander Leviner, 33, to 2½ years in prison for possessing a gun and 14 rounds of ammunition. Leviner was arrested while driving in Roxbury on Sept. 14, 1997, after being stopped by Boston police investigating a report of shots fired. The police, who said Leviner was driving fast, with his lights off, found a spent shell casing from his gun on the floor of his car, along with ammunition. Based on his prior convictions, he was charged with being a felon in possession of a firearm, a Federal offense.

Leviner's rap sheet, crowded with fairly minor traffic offenses, including driving with a suspended license, would have received from four to six years under the mathematical

calculations that guide Federal sentencing.

Gertner, however, found that many of these past offenses reflected the fact that as a black male, the defendant was more likely to be stopped by police and prosecuted for minor traffic violations. In giving Leviner a lighter sentence, the judge said the prevalence of traffic violations on his record raised "deep concerns about racial disparity." None of Leviner's charges involved driving erratically or other behavior that would draw the attention of a police officer.

Leviner's record showed that he had been stopped by police in Milton, Brookline and Waltham, and was charged each time with driving with a suspended license.

"You can develop a prior record more quickly" when those stops result in criminal convictions, said Marc Mauer, assistant director of The Sentencing Project, a nonprofit group in Washington, D.C., that engages in research and advocacy on criminal justice issues.

While judges are free to give lower sentences, Mauer told The Boston Globe, most adhere to the guidelines, which are based on a defendant's criminal background. "Anytime a

judge departs from that, they have to think twice because they might be overturned [on appeal] or criticized," he said. "It puts a certain onus on them."

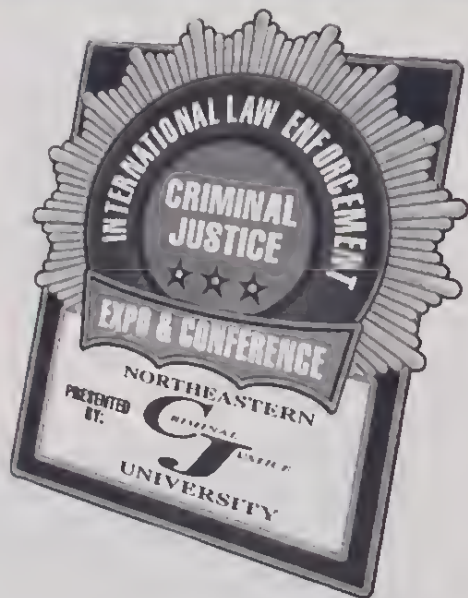
In a 1997 essay published in the Journal of Criminal Law and Criminology, which detailed the practice of race-based traffic stops in various parts of country, Prof. David A. Harris of the University of Toledo Law School found that nearly 70 percent of all drivers stopped along a stretch of Interstate 95 in Central Florida in the late 1980s were black or Hispanic, although they made up only 5 percent of drivers along that stretch. Eighty percent of cars searched by police belonged to black and Hispanic drivers, as well, according to The Globe.

"You have people who are stopped, often repeatedly, and treated like criminals by the system," said Harris. "The upshot is increasing, deepening cynicism about police, about the criminal justice system as a whole, about all institutions of government." Courts, he said, are waking up to the practice and the "corrosive effect" it has on the criminal justice system.

Coming up in LEN:

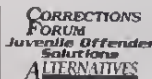
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NYC cops win right to state pay arbitration

New York City's rank and file officers may not make the same kind of salaries they would if they were on the job on Long Island, but legislation signed by Gov. George Pataki in December that allows the police union to bring contract disputes before a state panel rather than a city board is believed by the union to be a crucial first step toward wage parity with suburban counterparts.

The new law, signed despite fierce opposition by Mayor Rudolph Giuliani, will give the Patrolmen's Benevolent Association what most police departments in the state already have when they cannot agree on a contract — the option of going before the Public Employment Relations Board, a state agency that can consider the salaries of other police departments before making arbitration decisions.

New York City is one of five jurisdictions whose contract negotiation impasses are settled by local boards. In 1997, the city's Office of Collective Bargaining ruled that the PBA had to accept a contract with no pay raises for the first two years.

"Instead of dealing with an agency that we feel has been controlled by the city, we are able to be afforded the same privilege of the other police unions around the state in dealing with a state-controlled arbitration panel," said PBA president James Savage in a recent Law Enforcement News interview.

While cautioned by labor experts not to expect salary parity with suburban departments just yet, the union is counting on the state board to at least narrow the gap for its 27,000 members. U.S. Department of Justice statistics from 1997 confirm what most city police officers already knew — that sub-

urban counties paid their officers more. In Suffolk County, police started at a salary of \$40,404, Nassau County police at \$30,336 and Rockland County cops at \$35,915. New York City rookies earn \$27,838, despite more rigorous entrance requirements that include two years of college or military experience.

Giuliani has long maintained that the law signed by Pataki would bankrupt the city, creating a chain reaction in which municipal unions would all demand a raise in the name of pay parity. A raise of just 1 percent for police officers would cost the city about \$15 million, a mayoral aide told The New York Times, but a 1-percent raise across the board for city workers would cost it \$100 million.

The State Senate passed the legislation on Dec. 3 by a vote of 32 to 27. It had already been approved by the Assembly, 86 to 55. John McArdle, a spokesman for the Senate leadership, noted, "This bill affords the New York police officers the same rights that other police have in being able to settle contract disputes."

A similar measure passed the State Legislature in 1996, but was vetoed by Pataki. The State Legislature then took the rare step of overriding the veto, but the law was ultimately struck down after it was successfully challenged in court by the Giuliani Administration.

Passage of the current legislation prompted an immediate response from Giuliani, who said he found it "very hard to understand." The theory, Giuliani said, should be: "If you're going to give a raise to a labor union, they have to do more work. This is: You get a raise anyway."

The Mayor's comments were made

during the same news conference in which a 20-percent decline in the annual homicide rate was announced. The issue of productivity has been a sore spot for the union, whose members believe they have not been given due credit for the steep reductions in crime about which Giuliani regularly boasts.

But union leaders do not see salaries rising that quickly. "I would caution people that this does not mean that they will be making salaries comparable with Nassau and Suffolk right away," said Lou Matarazzo, the PBA's former president. "But it would be unlikely that we would get double zeroes."

Cincinnati's not shooting blanks in rethinking firearms training

The Cincinnati Police Division is considering permanently banning the use of blanks during firearms training exercises, after a 25-year-old rookie sustained life-threatening injuries in November.

Rebecca Hopkins, who despite her injuries managed to graduate with her academy class on Dec. 11, was shot in the lower back with a .38-caliber blank round fired at close range during a low-light training exercise at the Evendale target range. She lost her spleen and one kidney. Her injuries are expected to take seven or eight months to heal fully.

According to Sgt. Mike Gardner, the gases released during the shot were what caused Hopkins's injuries. While the CPD is not at the stage in training its next recruit class where blanks would be used, it has temporarily sus-

When arbitrating a contract, the state panel must also consider "the financial ability of the public employer to pay." Traditionally, suburban departments tend to pay their officers more because of a healthy tax base. Urban departments, with dwindling tax bases and higher expenses, pay far less. In fact, there is a wide disparity in pay among police departments throughout the state.

Daniel G. Collins, a professor at New York University who serves on the board of the city's Office of Collective Bargaining, said there was no guarantee that PBA would fare any better with a state panel than it has with the city's

board. Both of the panels, he noted, use many of the same arbitrators.

That may be the case, said Savage, but the boards work differently. "Just the different rules alone would help us out," he told LEN. "We were forced to accept a five-year contract the last time we went to arbitration, and the arbitrators were forced to compare us to firemen and other civilian unions in the city, rather than other police departments. When we moved to a state [board], we have to be compared to other police departments — and they can't impose more than a two-year contract without our approval."

pending the use of blanks and, as an alternative, is looking into a product called Safeshot, which is manufactured by a New York City company and is used by the Orange County, Calif., Sheriff's Academy.

Hopkins, the daughter of a retired Cincinnati Police Division officer, has been held up as a symbol of hard work and determination in a class of 43 that lost just one candidate after 22 weeks of intense physical and mental training. Said acting Police Chief Theodore J. Schoch: "This is such a neat class, and

you can see why when you see people like this."

After her graduation, at which Hopkins was the only one seated in a sturdy, cushioned, wooden chair as opposed to the metal folding chairs her fellow recruits used, her parents spoke about her zeal to be a police officer.

Referring to her daughter's accident, Gail Hopkins told The Cincinnati Enquirer, "The very first thing I thought when they called was, 'There's that phone call.' You always expect it. But it wasn't supposed to be Becky."

Scanners keep the public — and criminals — abreast of the police

Looking for a little privacy when they send messages over their radios, police in a number of departments are investing millions in new communications systems that will scramble transmissions and put an end to years of public eavesdropping through the use of scanners.

While police like to have help when looking for suspects, scanners are notorious for their ability to access sensitive information that often keeps those wanted one step ahead of the law. "We make a raid on a crack house, and it's

not unusual to see scanners in there," said Jackson, Tenn., Police Chief Ricky Staples. The Jackson Police Department has spent \$3 million on a system that will scramble police radio signals. It should be in place by the end of the year.

In Nashville, the Police Department has invested \$35 million in such a system that will go on line in 2000. One civilian listener, Lori Baehl, a 34-year-old legal secretary, told The Associated Press she feared going into "scanner withdrawal" when that happens. "I used

to have it on pretty much all the time," she said.

Some departments have already converted to scrambled signals, including those in Honolulu; Rogers, Ark.; and Des Moines. Those unable to afford the million-dollar price tag for such systems are using computer-messaging systems. Patrick Bernardo, the publisher of Law Enforcement Technology magazine in Fort Atkinson, Wis., said he expects such departments to make the conversion to scramblers when manufacturers drop their prices.

Indy police "ticket" ruse is an ounce of prevention

Right down to the word "violation" printed in large, block letters, the tickets left by Indianapolis police officers on downtown shoppers' cars during this past holiday season looked like the real thing. Actually, though, they were just a clever ruse by officers intended to make motorists aware that they had left enticing packages visible inside their cars.

The safety advisories were issued by a special patrol several weeks before Christmas and continued through the holiday season. It was backed by a \$40,000 nest egg that the downtown

police district had put away for foot patrols, bike patrols and other initiatives to increase law enforcement visibility during December, said Sgt. Paul Ciesielski, a police spokesman.

Although some motorists were upset to see what they believed were citations on their cars, police said the notices had to look official so as not to alert thieves. As officers patrolled the district's parking areas, many valuables were found to be in plain view, including a cell phone and radar detector, a \$5 bill, and a change purse with a set of keys left on the seat. Notices were

placed on windshields.

Break-ins are common in the downtown area, Sgt. Wayne Vaida told The Indianapolis Star, and problems could escalate when shoppers leave their purchases in the car. But some residents had a problem with the program. "I don't think taxpayers' money should be spent on that," said Barbara Whitis. "It's stupid to leave a phone in a car," she said. "I carry mine with me."

Other shoppers said the warnings were a good idea, reported The Star. "It's important for us to see a police presence here," said Carol Gallagher.

POSITION ANNOUNCEMENT

The Northwestern University Traffic Institute is one of 15 university research centers at Northwestern University in Evanston, Illinois. The Institute was established in 1936 for the purpose of expanding the scope of university-level education in traffic safety. Since that time, it has broadened its original objective to include education for mid-career professionals in the related fields of law enforcement, highway safety and transportation engineering. The Institute also is involved in a number of research projects in criminal justice and highway safety. The National Highway Traffic Safety Administration, Federal Highway Administration and the National Institute of Justice have sponsored its work.

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Research Scientist. Responsibilities include contributing to the research mission of the Traffic Institute. We are particularly interested in candidates that have a strong record of obtaining sponsored research, and in working in field settings. Candidates should have a strong background in research methodology and substantive interests in law, policing, highway safety or related fields. Doctorate required.

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Gierach:

Protecting against a drug-war strip search

By James E. Gierach

Do you look like a drug dealer or a drug courier?

If so, don't be surprised if anti-drug agents tread upon your privacy rights. It could happen to any American, but there are steps you can take to protect yourself.

The first line of defense against drug-war intrusion into your life — whether visiting Aunt Martha over the holidays or returning from a Caribbean vacation through New York's or Miami's international airport — is not to "look like" a drug dealer or courier. Based on years of experience, training and hit-or-miss success, narcotics agents have developed what they call "drug-courier profiles." These profiles are pigeonholes into which drug agents can place anybody. Unwary citizens may not be sensitized to these profile "tells," but drug agents are trained specialists.

When a U.S. Customs agent, Metropolitan Enforcement Group trooper or DEA agent sees a person whose appearance, demeanor or baggage meets a drug-courier "profile," the agent reacts. The hair on the back of the neck stands on end, adrenaline speeds to the agent's stomach and the face turns flush. (Not all agents' reactions fit this profile.) To an educated drug cop, a profile match engenders suspicion. The trained agent thinks, "Here's a person who is, or probably might be, a traveling drug-dealer or courier."

If you are a citizen who fits an officer's drug hunch, and the hunch is susceptible of verbal articulation that "sounds like" one of the written profiles — bingo, you lose! "Put your hands on the wall, spread your feet." "May we look through your personal belongings?" Once you fit a profile in an agent's mind, you are at full risk of drug-dealer treatment — presumed innocent, suspected guilty and handled accordingly.

Considering the risks that attend a drug-war profile fit, one should ask oneself, "Self, just what does a drug dealer/courier look like?" Drug dealers come in all colors, heights, weights, sexes and sizes. Drug dealers can look "cool" or klutzy, lackadaisical or intense, wealthy or poor, stylish or slobbish, native or foreign. And therein lies the problem.

It's hard not to look like a drug dealer. In fact, when done well, one set of drug courier profiles fits all. Looking at the matter from the drug agents' perspective, if American commoners could figure out what drug dealers "looked like," so they

Drug dealers come in all colors, heights, weights, sexes and sizes. And therein lies the problem. It's hard not to look like a drug dealer. In fact, when done well, one set of drug-courier profiles fits all.

could look "straight" to the anti-drug police, then so could the drug dealers and couriers.

Therefore, the second line of defense may be more effective than the first: Be careful where you travel.

It is well known that drugs are carried to the United States from Mexico, South America and the Caribbean like clockwork. Drug police do not know less than the rest of us. Therefore, a loving husband should think twice before taking his wife to a drug-rich port of call. A husband must realize that he must bring his wife home through a U.S. port of entry such as O'Hare International Air-

port or other points subject to the jurisdiction of Customs drug-police.

The difficulty with self-imposed travel restrictions, aside from missing a few dream vacations, is that the drug war puts more drugs everywhere. Therefore, nearly every travel destination, foreign and domestic, is drug-suspect. This truism brings us to the third and last-strike defense of the weary, drug-free travelers, by which they can protect themselves against privacy intrusion by the drug police and avoid uninvited body-cavity searches.

In October 1998, the Federal Government an-

nounced that U.S. Customs agents will give suspected drug couriers an alternative to mandatory strip searches. A suspect can avoid strip-search by agreeing to be X-rayed at a hospital. To civil libertarians and old-timer Americans, it may not seem like much of a concession, but in the prevailing drug-war/strip-search environment, it's a very decent thing to do.

(James E. Gierach, a former Cook County, Ill., prosecutor, is now an attorney in private practice in Oak Lawn, Ill. He is also executive director of The Drug Corner, a nonprofit organization.)

Guido:

Dearborn is on the beam with laser-pointer ordinance

By Michael A. Guido

Nearly 100,000 people live in the hometown of Henry Ford, Dearborn, Mich. Millions more come to our city each year to work, shop, attend college, and enjoy a vibrant night life and our world-renowned historic sites and museums. Now, thanks to an innovative new local ordinance banning the misuse of laser pointers, our city has taken yet another step in enhancing public safety for everyone who lives in, works in and visits Dearborn.

As Mayor of this wonderful city, I share the pride of my fellow Dearbornites that our community remains a trendsetter when it comes to developing policies to address public safety concerns. This new ordinance makes us one of just two cities in the nation (as of mid-January) to have created a law prohibiting the mishandling of these popular, but potentially dangerous, devices.

Dearborn's new law respects and protects the rights of those who use laser pointers for legitimate purposes — such as for business presentations — while prohibiting their being used to harass, annoy or injure. The need for such a ban is, unfortunately, becoming increasingly obvious.

Once an expensive tool found only in the briefcases of corporate executives, laser pointers today are available everywhere from pharmacies to party stores to gas stations, usually for under \$20.

I became concerned after incidents occurred where laser pointers were being aimed at the eyes of pets, at motorists using the city's roads, and at police officers. Police and drivers have testified that laser beams have caused traffic accidents, and numerous other close calls.

Dearborn police officers, meanwhile, are concerned because a laser pointer's beam looks very much like the beam created by laser sights avail-

able for firearms. Police officers have reported instances of the occupants of vehicles stopped for traffic offenses aiming laser pointer beams at them. This misuse of the laser pointer can lead an officer to believe that he or she is facing a potential threat to personal safety. This misunderstanding can, of course, lead to tragedy. Thankfully, thus far it has not.

To address these concerns, the Dearborn ordinance, which took effect on Christmas Day makes it illegal for anyone to use a laser pointer to harass, annoy or injure any person or animal. It is important to note that this law in no way impacts adults or minors who own and use a laser pointer for appropriate purposes. However, the ordinance does prohibit any minor from possessing a laser pointer at all, unless he or she can prove that it's for a legitimate purpose, such as a presentation.

Violation of the ordinance is a misdemeanor, with conviction carrying a penalty of up to 90 days in jail and/or a \$500 fine.

As the home of the world headquarters of the Ford Motor Company, Dearborn is a city accustomed to adapting to challenges and opportunities constantly presented by a rapidly changing world. Our laser pointer safety ordinance is a measured, appropriate response to the potential hazard that this new technology can, when misused, present.

Our city's crime rate is one of the lowest among southeastern Michigan cities — and we are proud of it. However, while building an even greater Dearborn for the 21st century for everyone to enjoy, we must also strive to enhance public safety in every way possible.

(Michael A. Guido is Mayor of Dearborn, Mich.)

Note to Readers:

The opinions expressed on the Forum page are those of the contributing writer or cartoonist, or of the original source newspaper, and do not represent an official position of Law Enforcement News.

Readers are invited to voice their opinions on topical issues, in the form of letters or full-length commentaries. Please send all materials to the editor.

Letters

Internet interest

To the editor:

I read with interest your edition of Nov. 30, 1998, and in particular a brief article titled "Talking Back: NPD to Make Crime Maps Interactive." While I applaud the efforts of the NOPD to utilize the Internet to share crime information with the community, I was somewhat concerned by the impression given by Law Enforcement News that this was a "unique" effort.

The San Antonio Police Department has recently been awarded the National League of Cities 1998 "Excellence in Community Policing Award" for its efforts to communicate crime information to the citizens of San Antonio through the department's Internet site. Since 1997, SAPD has posted various crime-related data on its home page (<http://www.ci.sanantonio.tx.us/sapd/>), including:

¶ Neighborhood Calls for Service — Police calls to neighborhoods, monthly listings, available for any San Antonio neighborhood that requests these calls be posted.

¶ Biweekly Crime Data and Maps — Every two weeks we post a new set of pin maps and corresponding data tables of the major crimes that

have occurred in San Antonio. That information is posted by substation (we have six), with three maps and three data tables for each substation. The pin maps show locations of crimes (violent crimes on one map, burglaries on one map, vehicle thefts on one map) during the most recent two weeks; corresponding data tables list case number, type of crime, date, time and address of each crime. We archive the data tables for the previous 12 months; the maps are for the current two weeks only.

¶ UCR Crime Totals by Substation — Yearly totals, posted on the home page of each substation for the previous two years.

¶ Citywide UCR Crime Data — Yearly totals, with tables of comparisons back to 1995.

We have received enthusiastic support from San Antonio residents for the amount of crime data we publish, and the formats in which it appears. Neighborhood groups publish printouts in their newsletters, neighborhood patrol groups use the pin maps to select areas on which to concentrate, and to monitor the effect of their patrol activities. Community policing officers and neighborhood residents have found they can better work

together to identify and solve crime problems due to this access to timely data.

We are happy that NOPD (and other cities) are increasing and expanding the information they post on the Internet. Our experience over the past 2½ years suggests it is one of the most productive outreach and community policing activities a police department can do.

AL A. PHILIPPUS
Chief of Police
San Antonio, Texas

[Editor's Note: Although we regret any confusion that may have ensued, the article in question neither stated nor implied that the New Orleans effort was unique. Nonetheless, Law Enforcement News tips its hat to the police in San Antonio, New Orleans and other cities that are making use of the Internet to further engage the community in crime-fighting efforts.]

ERRATA:

A correction of an earlier letter that was marred by an inadvertent typographical error appears on Page 15.

Making things happen:

Life on the streets with Chicago's "Slick Boys"

The Slick Boys: A Ten-Point Plan to Rescue Your Community by Three Chicago Cops Who Are Making It Happen.

By Eric Davis, James Martin and Randy Holcomb
(with Luchina Fisher).

New York: Simon & Schuster, 1998.
239 pp. \$22, (hb, U.S.); \$32, (hb, Canada).

By Dorothy M. Schulz

For those who have wondered about the elasticity of the definition of community policing, *"The Slick Boys"* provides a partial answer. Anything, it seems, that gets the community—particularly the young men of minority communities—to interact with the police in a positive way can be defined as community policing. Just as sports programs, camping and scouting were once added to the range of activities the police could participate in with young people, this book documents the use of rap as a vehicle for cops to communicate with kids.

"*The Slick Boys*" is the first-person account of three Chicago cops assigned to some of that city's dangerous housing projects (particularly the Cabrini-Green, Robert Taylor and Ida B. Wells developments), who accept a dare from local youths to form a rap group. The cops, who are young, black and from the ghetto themselves, use their rap group not only as a vehicle for reaching out to the youths, but as a financial engine for providing work experience and scholarships to back up the "education, not incarceration," stay-in-school messages of the raps.

Woven into the personal stories of each of the cops is a 10-point plan to rescue communities. Each of the points receives a chapter of its own, so readers are advised how to: serve and protect your brothers and sisters; speak the language; be a ray of hope; don't play stereotypes; give something back; education is the key; have big expectations; respect one another; lead by example, and, lastly, help people one by one, one to one. To reinforce the authors' self-help message, the book's last section provides a list and description of "helpful organizations" to assist those interested in setting up concrete programs to help their "piece of the world" turn "formerly hopeless lives into lives of health, wholeness and achievement."

Sound too good to be true? It is, and it is also too simplistic to provide any tangible guidance for police leaders seeking a way to connect with their communities. A more meaningful message to police administrators is how these young men got to be cops at all, and how trusting them to reach the department's and their own goals proved to be a wise management decision.

[Dorothy Moses Schulz, Ph.D., is an associate professor of police science and criminal justice at John Jay College of Criminal Justice (CUNY). A former captain with the Metro North Railroad Police Department, she is the author of *"From Social Worker to Crimefighter: Women in United States Municipal Policing"* (Praeger, 1995).]

Each of the Slick Boys overcame adversity and career twists before becoming a police officer. Inadvertently, the chapters describing each author's path to policing provide clues for recruiting inner-city, minority males. Except for Holcomb, who wanted to be a cop, the others joined the Chicago Police Department because it represented stability at a time in their lives when this was of paramount concern. Whether reacting to their own problems, recalling the words of a sage grandmother or accepting the role of husband and father, the stability of policing overrode the negative stereotypes that those in poor, ghetto areas frequently associate with becoming a police officer.

Eric Davis once lived in Cabrini-Green along with his parents and siblings. From South Carolina, his parents planned to return when his dad left the military, but a large family and his father's job as a chauffeur for an executive at Sears Roebuck made them remain in Chicago. While he thus shares some life experiences with the young men he policed, Davis lived in a two-parent family that left the projects as soon as they were financially able. After a time as a gang member he discovered sports, winding up at the University of Houston, where, during his senior year in 1982, his basketball team made it to the NCAA Final Four, losing to the University of North Carolina and a very young Michael Jordan. Two of his teammates, Clyde Drexler and Hakeem Olajuwon, went on to successful NBA careers in Houston, but Davis, who had previously taken the Chicago police test, married and had a child after graduation, became a Muslim, and, in 1985, joined the CPD. A year later he volunteered to work at Cabrini.

James Martin is the son of a 14-year-old single mother who abandoned him and a younger brother and continued to have other children. He was raised in the Ida B. Wells houses by an old-fashioned grandmother who was also from the South. Martin recalls an "Ida B." that was different from the place he policed in the 1980s; more stable, not as tough, and not a place devoid of hope for those living there. He spent one year at West Point, leaving because he felt his brothers and sisters, including a few who had run-ins with the police, needed his influence at home. Despite his efforts, two of his brothers know the criminal justice system from the inside; they are inmates at a correctional center about four hours from where Martin works.

Randy Holcomb, who says he "always wanted to be a policeman" because he "loved the noise and flashing lights of the police cars," is the only one of the three who didn't live in the



The Chicago Police Department's "Slick Boys": Eric Davis, James Martin and Randy Holcomb.

projects. Born in 1957, the sixth child of Louisiana parents, his own experience with Chicago police resulted in a felony arrest and a stay in the Cook County Jail. Although the case was dismissed and his record was sealed, the ordeal, Holcomb notes, is "something I will carry with me always" and made him decide to pursue his childhood dream. After two years of college he became a mechanic for the Chicago Transit Authority before entering the Police Academy in 1986. He confesses to having "skipped a lot of hanging out, drinking and getting high" to become a police officer.

Policing the Projects

Working together in the summer of 1989, Davis, Martin and Holcomb each had his own street name and bragged that their "reputations were just as notorious as any gangster's," based on their persistence in policing the projects and the numbers of arrests they made. They came to be known as "slick boys," Chicago slang for undercover cops.

A chance encounter between Davis and Martin and a group of teens who had turned the rap group N.W.A.'s song "F--- the Police" into Cabrini-Green's anthem, led the teens to bet the cops that they couldn't rap. The cops accepted the challenge, and issued one of their own; the youths would also have to create a rap song. Fearful they had overstepped their abilities, the two cops asked Holcomb to join their group and called on contacts in the music business to help write and record their two songs within three weeks of accepting

the dare. The teens, with less to prove and fewer connections to call upon, had produced barely half a song when the police trio returned to win the bet. Slipping their tape into Martin's car stereo, the cops waited for an audience to gather and began to rap.

"At that moment," they write, "we crossed over. We were no longer police officers, or supercops.... We were brothers...the music placed us in their world. We realized that here was a way we could touch even more young lives." With the help of the president of the Afro-American Patrolmen's League they began to perform in Chicago schools as part of a role-model program that the AAPL was already running. They were no longer just any "slick boys," but the Slick Boys.

While many police departments have officers who have formed music groups, often to entertain primarily at police functions, the Slick Boys per-

form for young people in schools and community programs, using their songs and their personal stories to engage youngsters and using the money they earn to fund programs for neighborhood youth. With the support of the CPD, in 1993 they began to patrol the projects on bikes, wearing their Slick Boys T-shirts and signing autographs, bringing "their own twist" to community policing. Through word-of-mouth and marketing, the Slick Boys, who remain Chicago cops, have performed throughout the Midwest and around the country in both urban and suburban schools. They have been featured nationally in newspapers and magazines, and have appeared on a number TV shows, including "CBS Evening News" and "The Oprah Winfrey Show."

Even before establishing their dual identities as cops and rappers, the authors were aware of their similarities with the youths they now police. They note that their status was enhanced both by the fact that "people would even take pride in being arrested by us" and because "folks seemed to relate to us." Even if they were the last cops to arrive at a shooting, they were the only ones to whom bystanders would provide any information, leading them to feel that they "were becoming the community's own private police force."

A Tough Patrol Beat

It is questionable how many cops would have wanted to act as a private police force for the projects during the period when the Vice Lords, Gangster Disciples and Costra Stones ruled the area and spread death and destruction through drugs, drive-bys and other acts of random violence. In 1992, after a particularly notorious shooting in which a 7-year-old was killed holding his mother's hand as she walked him to school, it seems that even the gangs had had enough. The authors are not modest in taking credit for the cease-fire that followed, noting that if the mother of the dead child "was the mouthpiece, then we were the muscle" of the cease-fire.

Attributing the young child's death to serious social problems and "the absence of love and respect in his home and his community," the authors conclude that the youth did not die in vain because the gang cease-fire spread not only throughout Chicago, but to surrounding areas where the gangs were strong, notably to Milwaukee and to unnamed cities in Minnesota.

Subsequent events in Chicago, however, should alert police to the dangers

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Recruiting & retaining females is a challenge

Continued from Page 1

IACP survey said they still had concerns about the ability of female officers to handle physical conflicts, they indicated that they would still like to see more women in policing because of the superior skills they possess in other categories. In domestic violence situations, for example, women often have the ability to defuse potentially volatile incidents.

But even more difficult than recruiting women is keeping them on the force once they've joined. More than half of female officers — 60 percent — who leave law enforcement do so between their second and fifth year on the job, according to the IACP survey. The organization has recommended implementing fairer screening procedures, instituting tougher sexual harassment policies and sustained recruiting drives designed to attract more women and keep them in policing.

"We have to reach girls at an early age when they are just forming opinions about what careers to pursue," said Police Chief Mary Ann Viverette of Gaithersburg, Md.

While the reasons vary, family pressure is the most frequently cited factor in female officers leaving the job.



The Albuquerque Police Department is seen by some as a possible model for other agencies with respect to female recruitment.

Viverette said she had lost a good officer because she had to stay home with her children. Another left to care for elderly parents out of the area.

Albuquerque's Smith, 46, said her

first marriage broke up because of an undercover assignment in which she had to spend a lot of time in bars. "It was a super-secret operation," she said. "I couldn't tell him anything. He

couldn't handle it." Smith had to make a choice. "I loved the job too much."

Besides making women aware of the kinds of personal obstacles they may face if they choose a career in policing, Viverette said that recruitment must be more aggressive.

The city of Portland, Ore., has broken with tradition in an effort to step up its recruitment drive, hiring an outside consultant to help fill 160 positions over the next few years. Recruiter Jennifer Lawrence has set a goal for 1999 of an academy class that is at least 25 percent female.

"I think we can get the talent," she said. "But to do it, we have to go out of state. Because this is still a male-dominated profession, we have to be more focused in our search." The department has increased its recruiting efforts on

college campuses and is also tapping into the military, another male-dominated environment, but one that has had success in recruiting, promoting and retaining women.

Even the Pittsburgh Police Department, one of the nation's most diverse departments, with women making up 25 percent of the force, is concerned about finding female recruits. Since the lifting of a court order that required the department to hire one white female, one black male and one black female for every white man hired between 1976 and 1992, the number of women has begun to slip, said police Cmdr. Gwen Elliot.

"We're looking to hire some people in 2000," she told USA Today, "but we're worried about the lack of women candidates."

Better safe than sorry, as Ore. sheriff pushes secure gun storage

Continued from Page 1

ment with a major retailer in the Portland area that would give a \$10 discount to anyone wanting the item, which costs approximately \$60.

The Multnomah sheriff's office sent out letters, brochures and coupons to permit-holders, recommending that they buy a lock box. Said Blumenauer: "Dan and I were in the process of talking about how government could lead by example, and the question arose, 'How many of his people were required to take their guns home at night and practiced safe storage?'" He said Noelle readily agreed to make sure they all did.

It sets an example for citizens, said Noelle. For example, he noted, a deputy responding to a burglary in which a gun has been stolen can suggest that the victim purchase a lock box, and explain that members of the sheriff's department use them in their own homes. Noelle said he uses one at his home.

The lock box also offers a line of defense against children getting their hands on weapons. In Washington, D.C., several years ago, Blumenauer noted, a child was killed when he accidentally shot himself with his father's service revolver. Of the three goals he hopes to achieve by expanding the lock box program to law enforcement agencies throughout Oregon that require officers to take their guns home, preventing tragedies like the one in D.C. is No. 1.

"Second," he said, "it seems to me that there is a responsibility of government to lead by example, not just tell people to do it, if we don't do it ourselves." The third goal is very practical. If hundreds of thousands of lock boxes are purchased by governments for their employees, then the price will decrease and market penetration will increase. Blumenauer likens the potential popularity of lock boxes to that of bicycle helmets.

"It used to be a goofy thing and very expensive," he said. "Today, because we've promoted them relentlessly, they've increased in public acceptance and the price has gone down."

While the next step is making the rounds of other sheriff's departments and police agencies, Blumenauer said

he would like to take the lock box project up to the Federal level. "We've had what appears to be fairly high compliance with the President's executive order on trigger locks," he pointed out.

Noelle added that the Oregon State Police has indicated an interest in the program. "In next year's budget," he said, "I intend to pull out another \$20,000 and buy another 200 lock boxes and issue them to employees, including non-deputies and anyone who carries a gun off-duty for their own protection."

Ultimately, Noelle, said he would like to provide them to anyone who carries a gun.

Committing suicide with help from the police

Continued from Page 1

surrendering peacefully, but he spurned their efforts and accelerated events so that a SWAT sniper had no choice but to shoot him, according to a department spokesman.

With a concealed handgun and a crude-looking detonator he said was a bomb, Generakos drove to the offices of the Orange County Board of Education in late November and took two administrators hostage. Throughout the standoff, Generakos rambled on about the inadequate education being provided for his deaf, 16-year-old son. He had lost custody of the boy and his sister, age 12.

Three hours into the ordeal, Generakos held the handgun to the back of one of the hostages, walking him out the front of the building. A sniper fired one shot, striking the gunman on the left side of the head.

"The reality of it is, I think this came out the way he planned," said Associate Superintendent John Nelson, who was the last person to speak with Generakos. "He told us, 'I lost my children, I have nothing left.'"

Headlines are not enough

Affirmative-action programs looking a little black & blue

How much force is too much? The jury is still out on community policing

Shaping the officer of the future

Time to rethink academy & field training

Maternity-leave

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More Letters

(The following letter originally appeared in the Nov. 15, 1998, issue of *Law Enforcement News*. However, due to a production error, a word was inadvertently omitted, thus possibly confusing the letter's meaning for some. In the interest of clarity, the letter is reprinted here in full.)

OC training: In the eye of the beholder

To the editor:

I read with interest the article authored by Ann Ryder [LEN, Oct. 15, 1998] about OC training and her related conspiracy theories.

First, I have no experience with OC use or training for correctional officers. Direct exposure may be an unnecessary procedure for correctional officers at the N.C. Department of Corrections. I am very concerned, however, that other professional groups will do exactly as the N.C. Department of Labor has done. The "investigation" upon which the Department of Labor based its advisory letter entitled "Written Notice of Risks and Health Consequences of Pepper Spray" did not include even one contact with the N.C. Association of Chiefs of Police, N.C. Sheriffs Association, any police employees association, N.C. Justice Academy or even the commissions authorized by state law to regulate police or sheriffs training.

There are very different working and administrative environments for law enforcement vs. correctional officers. Correctional officers generally perform their duties in a closed environment from which the general public is usually excluded. Correctional officers in direct contact with the institutional population are not armed with firearms. In North Carolina, pretrial detainees are rarely secured in Department of Correction facilities. Law enforcement officers, on the other hand, perform their duties in the middle of the general public while equipped with firearms. Frequently, law enforcement officers know little, if anything, about the person with whom they come in contact. Law enforcement officers, even when dealing with serious crimes, are often surrounded with innocent third parties.

For the above reasons, correctional administrators, when designing training, must balance the ability to effectively control the inmate with the concerns of the employee being trained. Beyond the remote prospect of an escape risk, public safety is not even a

consideration. Law enforcement administrators faced with an identical decision must consider a three-part model. Law enforcement administrators must weigh the competing considerations of public safety, civil rights of the suspect and concerns of the employee.

As a recipient of direct, "between the eyes" spray training myself, I can testify first hand that one's first reaction is one of panic and inability to protect oneself. Police officers are very likely to come in contact with OC while performing their duties, either through "hostile" or "friendly" fire. Just as soldiers in basic training are taught to persevere and overcome gas attacks, police officers should learn to disregard or overcome the effects of OC to protect themselves from being disarmed and shot with their own firearms, or use the radio to call for help. I am confident that direct exposure training is the only way to achieve this goal. From my own firsthand experience, there is a very real possibility that an officer, hit with OC directly the first time, will either be unable to protect himself or herself, or will panic and jeopardize the safety of an innocent third party.

Last, but not least, I filed a public records request with the N.C. Department of Labor to obtain "any and all records" upon which its decision to issue its advisory letter was based. Its response included only eight sources of information: an observation of one OC training session for corrections officers on May 13, 1996, by a health compliance officer; a telephone contact with an unnamed law enforcement trainer at the Charlotte-Mecklenburg Police Department; a telephone contact with two other state departments of correction; a review of medical records of the N.C. Department of Corrections; a review of a U.S. Army toxicity study; an FBI firearms unit study, and, last but not least, a study by Dr. Walter Stopford of Duke University Medical Center. Most importantly, Dr. Stopford was Ms. Ryder's expert witness in her unsuccessful lawsuit against the N.C. Department of Correction. No opportunity was given, prior to issuance of the advisory letter, for any law enforcement association, agency or commission to submit alternate information or comment on the advisory letter.

Of course, OC exposure training is not risk-free. All law enforcement training contains some element of risk to the employee. If we follow the logic of Ms. Ryder and the N.C. Department of Labor, we would do firearms training with cap pistols.

The real question is, "Does successful completion of that training materially improve a law enforcement officer's ability to survive an adverse incident without jeopardizing innocent third parties?" If the answer to this question is yes, we must ask the further question, "Does this material improvement in personal and public safety outweigh the risks to the individual officer

from a single, direct exposure to OC?"

As law enforcement officers, trainers and administrators, we should not rest until the answers to these questions are known. But until those answers are known, law enforcement trainers and administrators should not be restricted by a state agency's attempt to substitute its judgment for the judgment of those administrators and trainers who must bear the legal and political consequences of those decisions.

ROBERT E. CANSLER

Police Chief

Concord, N.C., Police Department

President

N. Carolina Assn. of Chiefs of Police

How a few slick cops became "The Slick Boys"

Continued from Page 13

of prematurely claiming success in driving down crime. The news from Chicago's public housing projects since the gang truce has not been encouraging. By April 1994 the truce seemed to have fallen apart; by May 1995 the board of Chicago's Housing Authority had resigned, ceding control to the Federal Government, and within a short time Cabrini-Green was emptied of residents and razed in the hope that a new neighborhood would mean new lives for residents. In August 1998 (less than a month before publication of "The Slick Boys"), two boys close in age to the 1992 shooting victim were mistakenly charged with the molestation and murder of an 11-year-old girl in a case that raised serious questions about the investigative ability and integrity of the Chicago Police Department. Despite the unseemly rush to judgment by the police, there is no dispute that the girl was hit with a rock, that her bicycle was stolen, that she was molested and then suffocated with her own underwear.

Another death occurred a few days after the young girl's. This time, a 26-year-old Chicago cop, working plainclothes in the same Robert Taylor project that gave birth to the Slick Boys, was fatally shot while he and his partner were staking out drug dealers. Certainly no one can hold the authors responsible for incidents that took place after — and even during — the years they continued to patrol the projects, but these events do underline why their 10-point plan to rescue communities is overly optimistic.

The Hidden Message

Although the plan itself is too slender to have the impact the authors envision, there is a message here for police leaders. Before the 1980s these young men would have had little chance of joining a police force. Whether due to their own gang activity or arrests, the

arrests of their siblings or other "red-flags" in their backgrounds, it is a safe bet they would not have passed the background investigation stage of the hiring process. Yet once hired and assigned to the projects, they seem to have thrived in a department that gave them a surprising amount of freedom and even encouragement when their from-the-streets style of policing met with success.

Returning repeatedly to the message that "we never forget that we're cops, but we also try to be people — people from the same place as those we're policing," the authors observe that they've "been in the projects, the gangs and the prison system. We've been everywhere the kids we pick up have been, and many of our experiences are almost — but not quite — identical. Some small twist of fate, one moment of clarity, one helping hand gave each of us the hope, ambition and self-respect that ultimately led us to the force rather than to jail."

It was truly through a series of odd twists of fate that Davis, Martin and Holcomb wound up as police officers. That each patrolled the projects is yet another twist of fate, for their assignment was not to fulfill any community relations or community policing mandate but to respond to calls that were frequently violent and that reinforced the community's distance from its guardians. It was the cops' abilities to bridge that distance that opened the door for the rap challenge to be issued and met.

Could any other three cops have gone from "slick boys" to the Slick Boys? Probably not, but what other small twists of fate, moments of clarity or helping hands would permit other officers to reach the same or other groups alienated from the police for any number of real or imagined reasons? This is the real question that "The Slick Boys" raises for today's police leaders.

Afterword

(A final word on the subject was received from Ms. Ryder, the author of the original article, subsequent to the receipt of Chief Cansler's letter.)

Setting matters straight

To the editor:

The manner of Chief Cansler's response [see above] to my article re: OC training was a mystery until I remembered that he has the distinction of having the first death in the nation officially attributed to pepper spray. The victim was sprayed 10-15 times, handcuffed and left unattended by three officers who had gone to wash up. When they returned, he was not breathing. The medical examiner considered that even though the victim was drunk, obese, had underlying pulmonary disease, etc., he had no symptoms until he was sprayed: "The cause of death in this case is asphyxia due to bronchospasm precipitated by the pepper spray."

That may also explain why he's willing to violate his officers' constitutional right of bodily integrity. Somehow the manufacturers have convinced the departments that if an officer gets on the

stand and testifies that he/she was pepper-sprayed and lived through it, the jury will then be convinced that pepper spray is not to blame for an injury or death. Perhaps it would be more impressive to a jury to have objective, scientific testing to back up their arguments. However, that is impossible; no testing has been done. If the chief had demanded irrefutable proof of the weapon's alleged safety before he issued it to his officers, a jury would undoubtedly find in his favor. Not to demand this proof from the manufacturers would have to be considered as deliberate, reckless disregard for human life.

The chief is incorrect by calling my lawsuit "unsuccessful." True, the judge threw out my case, but the Fourth Circuit Court of Appeals vacated his ruling. The NCDOC then changed its policy on mandatory full-exposure OC training to voluntary only — no coercion can be used. As was noted in the case of *Clark v. Township of Falls*: We held that if plaintiffs could establish that their suit was a catalyst for the changes, they were entitled to prevailing party status despite the fact that the district court had ruled against them."

ANN RYDER
Mars Hill, N.C.

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In the driver's seat? Not exactly.

Police agencies are falling short when it comes to recruiting & retaining female officers.

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Also in this issue:

- Is this a quota or a performance evaluation system? (Page 9)
- Are these tickets *really* traffic tickets? (Page 11)
- How Birmingham cops get drunk on the job — legally. (Page 10)
- Blank rounds can be very hazardous to your health. (Page 11)
- and much, much more.

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What They Are Saying:

"It seems to me that there is a responsibility of government to lead by example, not just tell people to do it, if we don't do it ourselves."

— Multnomah County, Ore., Sheriff Dan Noelle, who is taking a lead in promoting safe handgun storage for off-duty deputies. (Story, Page 1.)